

ECONOMIC STATUS OF LIBRARY PERSONNEL, 1949

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INTRODUCTION

This study of earnings and working conditions of library employees was made early in 1949 by the U. S. Department of Labor's Bureau of Labor Statistics in cooperation with the American Library Association. It was prompted by a need, expressed by the library profession through the American Library Association, for information on actual conditions prevailing in this field of work, by difficulties currently being encountered in filling available library positions, and by the general public interest in information on "white collar workers."

The joint arrangements which made this study possible are an evidence of cooperation between private and public agencies, in which the Department of Labor and I, personally, have a continuing interest. I should like to extend my thanks to all those mentioned in the preface who helped to make the study possible.

Maurice J. Tobin
Secretary of Labor

PREFACE

The survey was jointly financed by the Bureau of Labor Statistics and the library profession. Funds provided by the American Library Association and its Board on Personnel Administration cared for the preliminary work, circularizing libraries, inviting them to cooperate and printing the questionnaires and covering letters. Funds for card punching were given by: The American Association of Law Libraries, Association of American Library Schools, Association of College and Reference Libraries, Association of Research Libraries, A.L.A. Division of Cataloging and Classification, A.L.A. Division of Libraries for Children and Young People, A.L.A. Division of Public Libraries, A.L.A. Library Education Division, A.L.A. Library Extension Division, A.L.A. Library Unions Round Table, Medical Library Association, Music Library Association, Pacific Northwest Library Association, Southeastern Library Association, Southwestern Library Association, A.L.A. Staff Organizations Round Table and individual staff associations.

The Bureau of Labor Statistics was responsible for developing the questionnaire in consultation with the American Library Association, determining the methods to be used in selecting the libraries to be included in the study, actually selecting these libraries, editing questionnaires, planning and preparing tabulations and analyzing the results of the study.

In the course of developing the study, cooperation and advice were received not only from the Board on Personnel Administration of the American Library Association but also from the following: Ralph M. Dunbar, Library Service Division, U. S. Office of Education; Miss M. Ruth MacDonald, U. S. Army Medical Library; Miss Ruth Fine, U. S. Bureau of the Budget Library; Miss Helen Steele and other members of the staff of the U. S. Department of Labor Library; and Mrs. Kathleen B. Stebbins, Special Libraries Association.

The study was conducted and this report was prepared by Miss Lily Mary David, of the Division of Wage Statistics of the U. S. Department of Labor's Bureau of Labor Statistics.¹ Samuel E. Cohen, also of the Division of Wage Statistics, was responsible for planning the sampling and tabulating procedures used in the study as well as for supervising actual tabulations. Special credit is due to Miss Hazel B. Timmerman, Executive Assistant, Board on Personnel Administration, American Library Association, who provided very valuable advice during all stages of the study and was responsible for coordinating the functions performed by the library profession. Special thanks are also due to the chief librarians who distributed the questionnaires to their staffs and to the large number of staff members who filled out the questionnaires; without their assistance the study would, of course, have been impossible.

Ewan Clague
Commissioner of Labor Statistics

¹Preliminary reports on the study were published in the November 1949 issue of the Monthly Labor Review and the October 1949, November 1949, and January 1950 issues of the American Library Association ALA Bulletin.

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SUMMARY

Salaries

Library salaries averaged \$2575 a year early in 1949.¹ Professional employees, accounting for about three fifths of all library workers, earned \$3050 on the average while the corresponding figure for nonprofessional employees was \$1975. Among professional workers, salaries of chief librarians varied from an average of \$2625 in small library systems to \$6950 in libraries with 100 but less than 500 employees. Branch librarians' salaries averaged \$2750 in comparatively small libraries, and \$4000 in large ones.

Earnings of women were lower than those of men. Women professional library employees averaged \$2975 compared with \$3975 for men in professional positions. In nonprofessional jobs, women received \$1675 and men \$2225 on the average. Less than 1 out of 10 employees received any supplementary income for library work (e.g., overtime and Sunday work) beyond their regular salary.

Work Schedules

The typical workweek for both professional and nonprofessional employees consisted of a schedule of 35 to 40 hours, with 40 hours being the most common single schedule. Workweeks exceeding 44 hours were rare. Over half the workers were on a 5-day week, most of the remainder working $5\frac{1}{2}$ days weekly. However, about 1 in 10 worked at least a full 6 days each week.

Evening work was reported by half of the professional and a third of the nonprofessional workers. Divided schedules, with the workday split by at least two hours off duty (including meal periods), were reported by about 16 percent of the employees. Typically, both evening work and divided schedules were limited to 1 or 2 days a week.

A fourth of the library staff members reported some Sunday work. About 2 out of 5 stated that they sometimes worked overtime. Generally they received compensatory time off rather than additional pay for Sunday or overtime.

Supplementary Wage Practices

Paid vacations of at least two weeks a year were provided almost all library employees. The most common single allowance was 4 weeks or a month yearly for professional employees, and 2 weeks for nonprofessional workers, although half of the latter received at least 3-week vacations. The most usual number of holidays reported was 9 a year. Over 9 out of 10 library employees also received some paid sick leave, typically limited to 10 to 12 workdays a year.

¹As indicated in greater detail later, the averages used in this study are medians (the values below and above which exactly half of the replies fell) rather than means.

About three fourths of the library employees were covered by provisions for retirement pensions. About a fourth worked where the employer paid part or all of the cost of some other type of insurance.

Attitudes

Opinions regarding working conditions, expressed by participants in the survey, indicated general interest and satisfaction with library work as a whole, but fairly widespread dissatisfaction with salaries, including methods of determining pay increases and opportunities for promotion, as well as with physical working conditions. Nonprofessional workers frequently commented that they were limited in their opportunities for advancement, because of emphasis on education as contrasted with experience.

Education, Experience and Personal Characteristics

Typically, professional library employees have at least a 4-year college education and have taken courses in library science. Slightly more than half of all nonprofessional library employees reported some college study. On the average, professional library employees reported 11 years of experience in professional work while nonprofessional employees averaged about 2 years' experience in libraries. The average age of professional workers participating in this study was 42; for nonprofessional workers it was 28. A large proportion of library workers are women, most of whom are single and have no dependents. Most library employees are white; less than 5 percent of the participants in the survey were negroes.

Variations in Salaries and Working Conditions

Considering professional and nonprofessional workers separately, salaries were found to be highest in the Border States, followed by the Pacific Coast.² Lowest salaries were reported in New England and the Middle West for professional workers and in the Southeast for nonprofessional workers. The shortest hours, however, were reported in New England. Overtime work was more widespread on the Pacific Coast than elsewhere, but premium pay for overtime was most common there. Divided shifts were most usual in the Southeast and least frequent in the Border States. Evening work was most common in New England, the Great Lakes, and the Middle West and rarest in the Border States.

New England, the Middle Atlantic, the Border, the Great Lakes and the Pacific Coast States provided retirement pensions for more of their library employees than did other regions. Less dissatisfaction with working conditions was expressed in the Border States, where Federal government employees are concentrated, and on the Pacific Coast than in other parts of the country. Salaries tended to be higher and workweeks shorter in large than in small libraries. Earnings were better in Federal government than in other libraries. Among various types of libraries, highest salaries were paid on the average to professional workers in large city elementary and secondary schools and in business organizations.

²The States included in each region are listed on page 32.

Comparison With other Fields

Salaries of professional library employees were about on the level with those of dietitians in 1949, but were apparently above those of nurses. The number of hours worked during the week was apparently about the same as in industry, but was less than in certain other professions, such as nursing and dietetics. However, the 5-day week was less common in libraries than in manufacturing or in most offices. In general, formal vacation and sick leave provisions appear to be relatively liberal for library employees. Retirement pensions are more common than for many professional groups, but less widespread than in many sectors of private industry where Social Security coverage is widespread.

Scope and Method

This report is based on replies to questionnaires sent into the Bureau of Labor Statistics by approximately 19,000 professional and nonprofessional library employees working in all States in the country and in all types and sizes of libraries. The methods used in the study are described in Chapter VII.

CHAPTER I. LIBRARIES AND LIBRARY WORKERS

Sex, Age, Color and Marital Status

About 50,000 workers are employed on a full-time basis in libraries in the United States. It is estimated that about three fifths may be classified as professional librarians (for example, reference, circulation, children's or hospital librarians, catalogers, or library administrators). The other workers perform a variety of duties, including the more routine jobs in cataloging and circulation, maintaining stacks, and preparing books and periodicals for binding, as well as stenographic work.¹

Roughly 2 out of 5 full-time library workers are employed in public libraries.² The next largest group is found in college and university libraries. Libraries are also maintained by business organizations, professional associations, hospitals, elementary and high schools, and Federal and State governments. Although libraries are found in both large and small communities, most large libraries and most of the highly specialized libraries are located in large cities.

A large proportion of library workers are women; women comprised almost 90 percent of the participants in the Bureau's study. Only in the Border States, dominated by Federal government libraries, was there any deviation from this pattern; there 1 out of 5 workers who sent in a questionnaire was a man.

Most library employees are white. Three percent of the participants in the study were Negro women and 1 percent were Negro men. According to the study, negroes amounted to about 2 percent of all library workers in professional positions and over 5 percent of those in nonprofessional jobs. Negro women accounted for a greater proportion of the library labor force in the Border States and the Southeast than in other regions while Negro men were employed in greatest proportion in the Border States (Table 1).

The average age of participants in the study was 38; for professional workers it was 42 and for those in nonprofessional positions it was 28 years. About 15 percent of the latter group was under 21 and two fifths were under 25 (Table 2).

¹These estimates as to the total number of full-time library employees and the proportion of professional positions were made by the Bureau of Labor Statistics on the basis of data collected in the course of the study.

²Defined for purposes of the study as all libraries giving general library service to the public of a municipality, township, county, etc., without charge, regardless of the source of financial support; those not providing circulation of books for home use are excluded.

Three out of 5 men and 3 out of 10 women in the field were married. Almost all of the married men and half of the married women reported dependents. Most of the remainder were single with no dependents. Two or more dependents were reported by a higher proportion of men than of women. A larger proportion of the men in professional than in nonprofessional positions were married and had dependents whereas dependents were reported more often by nonprofessional than by professional women librarians (Tables 3 and 4).

Education

Almost 3 out of 4 professional library employees reported at least 4 years in college and all but 1 out of 10 had some college or teacher education. Nine out of 10 had taken courses in library sciences; and about 3 out of 4 had completed at least a year of study in this field (Tables 5 and 6).

The limited amount of information available indicates that a slightly higher proportion of Negro than of white professional workers had at least 4 years of college but there was little difference between the 2 groups in terms of amount of library education (Table 7).

Almost half of the professional workers who reported over 2 years of college work had specialized in history or English. Next most numerous were foreign language majors, each accounting for about 14 percent of the librarians with this amount of college study. Almost 1 out of 10 had majored in education. A comparison of fields of study in college with specialization in library work indicated that those who had specialized in the physical sciences had stayed in the same field more often than other library workers. Three out of 10 who had majored in education were working with children or young people. Biological sciences, fine arts and education were the only other fields in which as many as 1 out of 4 professional workers had remained in their college field of specialization (Table 8).

Graduate study outside library science was reported somewhat more commonly by those whose library activities involved specialization in philosophy or religion, foreign languages, law and legislative reference, other social sciences and young people's books than in other fields. However, study in library science was reported by only about two thirds of those specializing in law and legislative reference or foreign languages. About a fifth of the professional librarians in the physical or medical or other biological sciences also stated that they had no library education. A somewhat smaller proportion of professional library employees specializing in children's work than in other special subjects reported that they had any college education (Tables 5 and 6).

Graduate study outside the library field was also reported by a distinctly greater proportion of workers in colleges and universities than in public libraries or libraries of business organizations. The proportion of professional employees with study in library science was about the same (at least 9 out of 10) in public as in college and school libraries. In contrast only 2 out of 3 in business firm libraries had some formal professional library training. Moreover, only in business and in public libraries were there substantial numbers of professional workers reporting that their only professional

education consisted of a training class in a public library or a short summer course in library science; about 1 out of 10 business organization librarians and 1 out of 5 public library professional workers reported this type of background (Tables 9 and 10). College and large city secondary school librarians had over a year of study in library science more often than those in public, business or large city elementary school libraries.

The professional education of secondary and elementary school librarians can be summarized as shown in the table.

Amount of professional library education	Percent of professional library employees in -	
	Secondary schools	Elementary schools
All professional employees	100	100
Some professional education .	97	95
Public library training class*	3	4
Less than 24 semester hours of library science	13	27
24 semester hours to 1 full year taken as part of 4- year college course	11	22
24 semester hours to 1 full year taken in addition to 4-year college course	41	28
24 semester hours to 1 full year not taken as part of or in addition to 4-year college course	5	4
More than 1, but less than 2 full years	16	4
2 or more years	6	2
Other	2	4
No professional education	3	5

*Includes short summer course for library workers.

There was little variation in amount of professional education as between chief librarians, department or division heads and branch librarians. Graduate study outside the library field was somewhat more common for chief librarians and department or division chiefs than for branch librarians.

Slightly more than half the nonprofessional workers reported some college study. Over a quarter had at least a bachelor's degree.

Experience

On the average, professional library workers reported that they had 11

years experience in professional work and less than 1 year in nonprofessional work in a library. One in 4 had been in professional positions for at least 20 years. Work experience in libraries averaged only 2 years among nonprofessional workers (Table 11).

The average service with their present employer reported by professional library employees amounted to 6 years, 3 times the corresponding figure for nonprofessional workers. Over a fourth of the nonprofessional workers had been with their present employer for less than a year. Only about 1 in 5 had worked in the same place for as much as 10 years, whereas 2 out of 5 professional employees had stayed in the same library for this long a period. Indeed, 1 out of 5 professional workers reported at least 20 years of service in the same library (Table 12).

Federal employees in professional positions were found to have fewer years of experience than those in other libraries; those working for city governments reported the greatest amount of experience. Considering experience with their present employer, however, professional workers employed by State and nongovernmental agencies showed shorter average service than Federal workers (Table 13).

There was little variation in total experience among nonprofessionals working for different types of employers. Federal, State and private library employees in nonprofessional positions reported shorter stays with their current employers than did workers in other agencies.

CHAPTER II. INCOME AND HOURS OF WORK

Salaries

Library salaries averaged \$2575 a year early in 1949. The average professional library employee earned \$3050 while nonprofessional employees received an average of \$1957. Almost one half of those on the professional staff earned between \$2400 and \$3600, almost a third between \$2600 and \$3200. Among nonprofessional workers one half earned between \$1700 and \$2400, and almost 1 in 5 received \$1800 but less than \$2000 annually (Table 14).

Highest salaries for both professional and nonprofessional employees were found in the Border region, where most of the library workers are employed by the Federal government.¹ The Pacific Coast ranked next, followed by the Middle Atlantic, Great Lakes and Mountain regions (Chart 1). Considering public libraries separately the Pacific Coast stood highest in the salary scale. Lowest salaries were reported in the New England and Middle Western States for professional workers but the Southeast showed the lowest salaries for nonprofessional workers (Table 15).

Salaries were highest in the Federal government, with State governments ranking next. Excluding Federal libraries, salaries were highest on the average in public elementary and secondary schools in large cities² and in business organizations. The professional employees in these libraries, perhaps because of their location in large cities, earned about \$600 a year more than the average reported for all types of libraries. Lowest salaries were reported for public libraries but those in colleges and universities were almost as low.³ Among nonprofessional workers earnings in business libraries ranked highest and those in colleges and universities lowest.

Public library employees' earnings averaged \$2350, with professional workers at \$2825 and the nonprofessional staff averaging \$1925. There was a heavy concentration of salaries of nonprofessional employees around this average. A third received between \$1800 and \$2200 a year and 3 out of 5 earned \$1600 but less than \$2400 annually. There was less concentration of professional workers' salaries. Thus, 1 out of 3 employed in professional positions in public libraries earned \$2600 but less than \$3200 and a half earned \$2400 but less than \$3400 (Table 16).

¹Libraries in Hawaii which were included in the study but were not considered as part of any of the 9 economic regions shown here, ranked even higher than the Border States in salary levels for nonprofessional workers and stood above Pacific Coast average salaries for professional workers. Average salaries in Hawaii were \$2700 for nonprofessional and \$3500 for professional employees.

²The study excluded most schools in smaller communities.

³Salaries in colleges and elementary and secondary schools apparently did not vary with the length of the workyear.

There was a definite, though not entirely consistent, relationship between average salaries of professional employees and the size of the community in which they were employed. For professional librarians in the same position salaries varied widely among libraries of different sizes; because of differences in occupational composition with size of library staff, comparisons of earnings among positions are, at best, of little value if they disregard this factor.⁴ Salaries of chief librarians varied from an average of \$2625 in small library systems (those with less than 5 employees) to \$6950 in libraries with 100 but less than 500 employees (Table 17). Data for public libraries showed the same pattern-marked variations in salaries with size of library staff (Table 18). Salaries of branch librarians varied from an average of \$2425 in public libraries with 5 to 9 workers to \$4000 in those with 500 or more employees (Table 19).

A tabulation by major library activity indicates that salaries tended to be lowest for professional employees in circulation and registration. Among nonsupervisory professional employees, the highest salaries were paid to those teaching library science. Considering all libraries as a group, average salaries for professional workers did not vary widely for comparable positions as between book selection and reference work, and pay in cataloging and classification was relatively similar to that for assistance to readers (Tables 20 and 21). Table 22 presents average salaries by kind of activity in various types of libraries.

Among nonprofessional employees, lowest salaries were reported for shelving or stack maintenance work and highest for secretarial or stenographic duties. In some regions, however, cataloging and book classification showed higher pay than did stenographic and secretarial work (Table 23).

Those professional librarians who specialized in work in the physical sciences earned more than those in other specialties, although law and legislative reference librarians earned about as much. While average salaries of professional workers dealing with young people's books ranked next, lowest salaries were reported for those specializing in children's books. In most specialties, salaries were higher on the average than for those who did not spend at least half time in any special field (Table 24).

Women professional library employees as a group averaged \$2975 while men averaged \$3975. Part of this difference in salary levels is attributable to differences in administrative responsibilities. In nonprofessional jobs women received \$1950 and men \$2225 on the average. Almost half the women in professional positions earned between \$2400 and \$3400 but there was no similar concentration of men's salaries. About 1 man in 10 in professional positions earned over \$7000 a year (Tables 25 and 26).

⁴All library systems have a chief librarian, but only larger ones typically have branch librarians, department heads and other specialized positions. Hence the average for all chief librarians is pulled down by salaries in small libraries but the average for these other positions reflect primarily salary scales in larger libraries.

Men earned salaries that were distinctly higher on the average than those of women with equal amounts of general or professional education. The difference for men and women with the same professional education amounted to at least \$475 a year (Table 27). However, many men in responsible library positions have had most of their formal education in fields other than library science.

Workers in professional positions earned higher salaries if they had studied library science than if they had not and salaries also tended to increase with amount of general education. Not only were average salaries for all those with some library study above the level for professional workers without any such background but earnings tended to increase with amount of study in library science. Considering women separately those with only a training course in a public library or a short summer course for library workers earned more than those reporting no library training at all. This difference would not appear when salaries of men and women were considered together. Salaries for those with a year of library science were approximately the same whether they took this work as part of or separately from a 4-year college course.

When data for men were examined separately it was found that those without library science earned more on the average than those reporting such study. However, as pointed out earlier, many men in higher paid library positions had graduate education in fields other than library science (Table 28).

In public libraries the professional employees who had participated in public library training classes earned more than those with no professional education and slightly more than those with less than a year of library science. However they earned less than those with a year or more of education in library science (Table 29).

Salaries of both professional and nonprofessional workers tended to increase with experience in library work. For nonprofessional workers, however, there was little increase in salaries beyond 15 years' experience. Professional librarians with 30 or more years' experience earned about 50 percent more than those with less than a year's work; the corresponding range for nonprofessional employees was about 40 percent. Salaries also tended to increase with amount of experience with the worker's present employer (Tables 30 and 31 and Chart 2).

Supplementary Income

Less than 1 out of 10 employees reported any supplementary income from overtime, Sunday or other library work during a 3-month period preceding the survey. The proportion receiving such income (7 percent) was practically the same for professional and nonprofessional employees and there were apparently no marked regional variations in the extent to which regular earnings were supplemented in this matter. The most notable exception was the Middle Atlantic region, where 13 percent of the professional workers reported some supplementary income. Among the employees receiving additional pay the amounts reported varied widely, from less than \$10 to about \$250 a quarter. In most cases they amounted to less than \$50.

Supplementary Maintenance

Very few library employees were provided any supplementary maintenance (room or board). Only in the Southeast did as many as 5 percent of the workers report such additions to their cash salaries. Such maintenance was apparently more common in college than in other libraries.

Scheduled Hours

Forty hours was the workweek for almost 3 out of 5 nonprofessional and about half of those in professional positions. However, schedules of about 9 out of 10 full-time nonprofessional and almost as many professional library employees were between 35 and 40 hours. One out of 12 workers was employed from 41 to 44 hours weekly; schedules of more than 44 hours were rarely reported by participants in the study (Table 32).

The 40-hour week was most common in the Border States and on the Pacific Coast. It was least widespread in the Southwest, the only region in which most of the nonprofessional employees worked over 40 hours, and in New England where shorter hours were more typical.⁵ Substantial numbers were scheduled for duty more than 40 hours a week in the Southeast, Great Lakes, Middle West and Mountain States. In New England and the Middle Atlantic region about 9 out of 10 workers were on schedules of 40 hours or less.

A high proportion of the employees in schools and colleges worked between 35 and 39 hours a week. The 40-hour week was the most common single schedule in other libraries. Workweeks in excess of 40 hours were unusual in any type of library (Table 33).

There was apparently considerable regional variation in work schedules for the same type of library. Thus, in New England public libraries a 35- to a 37½-hour week was as common as a 40-hour schedule, but in the Border States 9 out of 10 nonprofessional employees in such libraries were on a 40-hour week (Table 34).

Although some voiced a desire for a 35- or a 37½-hour week, one of the most frequent comments made by participants in the study was a plea for a 5-day week. The following was typical, "do not object to a 40-hour week--but do strenuously to the 5½-day week."

The 5-day week was reported by over half the professional and nonprofessional workers studied; most of the remainder (a third of all library employees) were on a 5½-day schedule. However, about 1 in 10 reported working at least 6 days a week; this workweek was most common in the Middle West. About 4 out of 5 Pacific Coast library employees were on a 5-day week (Table 35).

Business firms and large city high and elementary school libraries were almost all on a 5-day schedule whereas only 1 out of 3 professional employees

⁵Over three fourths of the workers in Hawaii were on work schedules of less than 40 hours a week.

in college libraries was on this short a week. In public libraries almost half of the professional workers worked more than 5 days and full 6-day workweeks were not uncommon (Tables 36 and 37).

Workweeks were shorter in large than in small public libraries. Thus only 1 out of 3 employees in the smallest libraries studied was on a 5-day week, compared with 7 out of 10 in the largest ones (Table 38). Almost all Federal government employees reported a 5-day schedule compared with about two fifths of those in State libraries (Table 39).

Evening, Sunday and Holiday Work

About half of the professional and a third of the nonprofessional library employees stated that they worked some evenings. Typically they were assigned to evening work once or twice a week. Evening work was most common in New England, the Great Lakes and the Middle West and most unusual in the Border States (Table 40).

Evening work was required of proportionally more public library employees than those in other fields. About 3 out of 4 professional workers and about half the nonprofessional employees in these libraries worked some evenings (Table 41).

Sundays were sometimes workdays for 1 in 4 employees. Typically these people got equivalent time off rather than premium pay for this work. There was some indication that nonprofessional employees were more frequently given premium pay for Sunday work than professional employees (Table 42).

The situation with respect to pay for holiday work was similar to that for Sundays. Most commonly library employees receive 9 or more holidays a year.⁶ The next most usual arrangement was for 8 holidays; however, this was more common than 9 days only in the Border States, where Federal employees do not get either Lincoln's Birthday or holidays observed in the Southern States (Table 43).

About 2 out of 5 employees reported that they sometimes worked overtime. Most of these workers received equivalent time off; about 1 in 10 professional workers and 1 in 5 or 6 nonprofessionals who worked overtime received extra time and a half pay for this work. In general, nonprofessional employees reported overtime compensation, either extra pay or time off, more often than did professional employees (Table 44).

Overtime work was reported by more workers on the Pacific Coast than elsewhere and premium pay for overtime was most widespread there. It was less usual in large city elementary schools than in other libraries. Among the types of libraries for which separate data are shown, provisions for premium pay for overtime were common only in business organizations (Table 45).

About 1 out of 6 professional and 1 out of 8 nonprofessional library employees reported working a divided schedule at least once a week with their

⁶In some cases Easter Sunday was reported as one of these holidays.

workday split by at least a 2-hour interval (including meal periods). In most cases, these schedules were worked 1 or 2 days in a week (Table 46). About 3 out of 10 professional employees in college and university libraries reported split shifts. The extent of divided shift operations was about the same in public libraries as in all libraries considered as a unit.

Split shifts were most usual in the Southeast, where 1 out of 3 professional and 1 out of 5 nonprofessional employees worked this type of schedule. They were also reported by 1 out of 4 professional workers in the Middle West, Southwest and New England. Divided shifts were least frequent in the Border States.

Length of Workyear in School and College Libraries

Professional workers in schools and colleges were asked to report the length of their workyear. It was found that in 4-year colleges, 4 out of 5 were paid for a workyear of at least 47 weeks. This was the most usual workyear for 2- and 3-year colleges as well, although 2 out of 5 professional employees in these latter colleges worked between 35 and 40 weeks annually. In contrast 4 out of 5 librarians in large city secondary and elementary schools worked from 35 to 42 weeks a year. The most common single workyear in these city schools amounted to 39 or 40 weeks (Table 47).

CHAPTER III. PAID VACATIONS AND SICK LEAVE

Almost all library employees were entitled to paid vacations of at least 2 weeks a year. The most common amount of vacation provided was 4 weeks or a month for professional employees and 2 weeks for nonprofessional workers although 3 out of 5 nonprofessional workers received at least 3 weeks. Vacations of 5 weeks or more were reported by 1 professional employee in 5 and by about 14 percent of the nonprofessionals (Table 48). The difference reported between professional and nonprofessional employees was apparently due in part at least to differences in vacation provisions for similar service rather than to variations in length of employment.

The shortest vacations were reported by professional workers in business organizations who typically were given 2-week vacations. In contrast over half those in public libraries and over two thirds in college libraries received annual vacations of 4 weeks or more.

Over 9 out of 10 library employees reported that they received some paid sick leave. For both professional and nonprofessional employees the most usual limit was 10 to 12 workdays annually; next most common was 15 to 18 workdays. In the case of professional workers, however, this latter provision was no more widespread than arrangements whereby the amount of sick leave was subject to the discretion of the chief librarian or the library board (Table 49).

There was relatively little variation among different types of libraries in the extent of plans for paid sick leave. However a comparatively large proportion of workers in college and business organization libraries worked where the amount of leave provided was subject to the discretion of the chief librarian or the library's governing body (Table 50).

CHAPTER IV. INSURANCE AND PENSION PLANS

Retirement Pensions

Retirement pension plans were reported by 3 out of 4 professional and 7 out of 10 nonprofessional employees. Practically all of these were covered by a retirement plan other than Federal Social Security. Pensions were most widespread in New England, the Middle Atlantic and the Border States, the Great Lakes and the Pacific Coast. They were apparently least common in the Middle West; in this region, the Southeast and Southwest, only about half of the nonprofessional employees stated that they were eligible for some type of pension financed, at least in part, by employers (Table 51).

Those in business organizations and large city secondary schools and professional workers in large city elementary schools reported pension plans more often than other library workers. However, at least 3 out of 5 professional workers in each type of library¹ were in a pension system (Table 52).

Other Types of Insurance

Only 1 out of 4 library employees reported coverage by some type of insurance plan (accident, hospitalization or life) to which their employer contributed. For the country as a whole, the proportion was the same for both professional and nonprofessional employees. Life insurance was a little more common than other types of benefits (Table 53).

There was considerable regional difference in the extent to which employers contributed to insurance plans; around a third of the workers in 4 regions (New England, Middle Atlantic, Great Lakes and Mountain States) reported some type of insurance. These were, for the most part, the regions in which hospitalization benefits were most common. The Border States, where Federal government employees are concentrated, and the Middle West showed distinctly lower proportions covered by such benefits.

Insurance was distinctly more usual in libraries of business organizations than in other libraries. Four-year colleges and universities ranked next in frequency of such arrangements (Table 54).

¹Only half of nonprofessional workers in 2- and 3-year colleges were covered by pension plans.

CHAPTER V. OPINIONS OF LIBRARY EMPLOYEES REGARDING THEIR WORK

General comments of participants in the survey included numerous expressions of satisfaction with library work as a whole, similar to the following:

"A most satisfactory profession offering intellectual stimulus. An opportunity to be of service, and affording wide acquaintance."

"It seems to me that the salary scale and increases are very low here in my job--in comparison with other similar jobs. However, I like my work very much and would rather do it, at the present rate, than most other things at considerable increase."

"An excellent profession--stimulating, allowing scope for varied talents and interests, challenging in its possibilities and rewarding in its satisfactions."

"The opportunity for real service and satisfaction of self expression and pleasant working conditions in the library compensate in a great measure for the low salaries paid."

A poll of opinions regarding specific aspects of their work and working conditions showed no subject about which as many as one half the library employees expressed dissatisfaction. However, there were a number of subjects regarding which substantial proportions of participants in the survey voiced complaint. The major complaints of both professional and nonprofessional workers referred to salaries, including methods of determining pay increases and opportunities for promotions as well as actual rates of pay (Table 55).

Salaries, Retirement and Status

References to the cost of living were frequent in complaints about earnings, frequently accompanied by statements that salaries had been increased but were still inadequate.

"My salary probably would be adequate and perhaps as much as I deserve, but it is impossible to save anything with the present high cost of living. However, each member of the staff has had an annual raise in salary for the past four or five years."

"Prior to January 1949, the salary...has been most inadequate to meet postwar increases in cost of living. We have secured a substantial increase in salary for the current year."

"Rate of pay has improved but there is much need of improvement."

At least one reported working in another library to augment her earnings.

There were also comparisons with pay in other fields, together with references to educational requirements.

"The work done, though of a type requiring much more grey matter and intelligence than driving a truck or shoveling coal pays a much lower wage--in fact disgustingly so!"

"This state needs an adjustment in its laws regarding larger cities pertaining to library taxation receipts and other matters concerning cities. All library salaries are too low in comparison with other professions requiring similar qualifications."

"Salary satisfactory only because of my age and fact that it supplements other income that enables me to live and educate my dependent daughter. I do not consider such a salary adequate for a college graduate--it does not meet the teachers salary in city and so does not enhance the profession of 'Librarian'--but I'm very grateful and satisfied."

Other professional librarians stated:

"I've worked twenty-three years in the same library system starting as a library page--I've worked my way through college and library school and today my salary is \$2700. Not a very pretty picture is it?"

"As a newcomer to library work it seems to me that for educational requirements necessary to obtain a library position the rate of pay is ridiculously low. It tends to discourage prospective trainees."

"Rate of pay is satisfactory for the kind of work actually required and accepted but not satisfactory for the educational investment required from the worker nor for the professional work the librarian should be doing."¹

Some who stated their salaries were satisfactory still commented as follows:

"Relative to rate of pay--I feel it is satisfactory for I know the library is unable to do more with the funds available, but do not feel that the rate is satisfactory when compared to other professional fields, and that libraries should share to a greater extent in city appropriations."

¹For the attitude of nonprofessional employees toward educational requirements see page 19. The spread in salaries is discussed on page 21.

"I am satisfied with my salary because I wanted to come South to work for a time--and I knew what to expect salary-wise. But I can see what a situation it makes. We are sadly understaffed. We need a reference librarian badly and cannot attract one because of the salary."

There were some references to lack of a definite salary schedule.

"We have no set salary schedule--also no set increases. Each year becomes a struggle to secure adequate increases."

Some women felt their opportunities were more limited than those of men.

Closely related to the complaints of some workers regarding salaries was the fact that some of them, particularly older workers, were not covered by retirement pension plans. Thus, a woman close to retirement age stated that she considered her rate of pay unsatisfactory.

"Because rent, food, clothing, etc. costs are high and one cannot save for retirement and the board has made no provision for retirement."

"The only thing that is a cause of standing grief and complaint is that we have no compensation for our declining years."

"It may be worthy to note that I was Chief Librarian until... when I retired as Librarian and accepted the position of Associate Director since no annuity plan was available for older members of the staff."

Others pointed out that their retirement system did not provide benefits if they changed employers.

"My 'pet Peeve' is our retirement plan and the library itself is not to blame for that. The state...has the old age and survivor insurance system, whereby all employees of the government, municipal, state, etc. have had 1 percent of their salary deducted each pay period, and beginning with January 1, 1949 we have 2% deducted. The employer has to contribute an equal amount. The catch is that we must still be employed by the government at the age of 65 in order to receive any benefit. So for those of us who are married or may take other jobs in the meantime, that money is simply lost. There is no refund when we leave our jobs. Yet it is compulsory and we cannot ask to be dropped from the list of those to receive old age benefits."

The amount of retirement pensions was also criticized:

"Our retirement provision is equal to the general retirement provisions generally offered. I merely feel that nationally-retirement needs improvement."

"We are on city retirement system--which is considered good but with the high cost of living, no one will receive sufficient to even pay rent. I am not referring to those in classification of salary range--\$4,000 up."

Some felt the retirement age should be lowered.

"While the financial provisions for retirement at the age of 65 are satisfactory, the retirement age itself seems to me to be too high. I would like to see the retirement age set at 55 to 60 years with financial compensation equalling that given now at ages 65 to 70 years."

The extent of dissatisfaction did not vary appreciably between professional and nonprofessional workers so far as most working conditions were concerned. However, a somewhat higher proportion of nonprofessional than of professional employees complained about their rate of pay and chances for promotion and there were numerous comments about lack of status and opportunities for advancement among these workers. Nonprofessional workers frequently comments that they were underpaid and limited in promotional opportunities compared with professional library employees. They stated frequently that they were not given sufficient recognition for their experience and that education was overrated. A nonprofessional worker commented that she was:

"Dissatisfied with opportunities for promotion, due to requirements of library education. I believe persons can apply themselves by actual experience as well as some who have had higher education."

A professional worker said:

"Satisfactory for myself but a too-low provision for nonprofessionals on this staff creates poor morale in the interrelation of staff duties."

"Part of assigned work is professional but no sub-professional may be advanced to professional status or pay regardless of proportion of time spent on professional and nonprofessional duties or the satisfactory completion of the work."

"The professional staff, particularly the director, have no idea of the length of time or effort required of routine and stenographic processes."

"There is one difficulty in library work that this questionnaire does not consider and that is the caste system.... The clerical and stenographic work in connection with a library are as important toward its success as the work of the pro-

professionals. Unless the nonprofessional can be made to feel their worth and pride in their work, there will continue to be a constant turn-over of staff."

"An in-training program is badly needed. A provision has been made for promotion from nonprofessional to subprofessional without library school work but there is no training given other than that on the job."

"Also, the library profession tends to pay too much attention to 'professional' and 'nonprofessional' disregarding experience and ability, especially in salary schedules."

"At this library, new inexperienced staff members are hired at higher salary than that being paid to members who have already been working several years at the library and who are performing the same, or more advanced, duties."

"Wages not determined by capability and aptitude but rather by whether or not one has a college education. Nonprofessionals not given chance for advancement."

"Under County regulation there is a flat rate for my position which is no incentive toward doing a better job. It also seems unfair that a person coming into this position would get the same rate of pay as someone who had held the position for a number of years. There is no position in the clerical field to which a person holding this position could be promoted. In other words, it is a dead end."

Some professional librarians also complained about the emphasis placed on professional library education as distinguished from other types of college work or from experience.

"As a branch librarian, I am required to have a BS or AB degree but am not paid as highly as one with a library science degree, even though I have taken the same number of years in college training in another field; I think that if a branch librarian is required to have a college degree that they should be paid accordingly."

"I have two years of college and yet I am still on the same salary basis as I was before I entered college."

"Specialized training for medical reference work does not receive recognition as being as important as training for routine library procedures."

"All of the girls in the circulation department are college graduates hired as nonprofessional help and actually hold professional positions. We are the 'readers-aids' of the library, the assistant reference helpers, etc. However, unfortunately

for us, the pay coincides with our lack of title--an interesting situation, I think."

There was complaint about lack of recognition for certain types of library training:

"Although State Teachers College (I believe) and State University (I am certain) offer extension work for library training, the Certification Board of the State...has not recognized such credit in the past and does not wish to in the future. If such training were recognized, perhaps there would not be so many small town libraries staffed with persons of no library training whatsoever."

On the other hand, there were comments like the following:

"Disapprove of the library administration having some nonprofessionally trained persons in some key positions, e.g., the head of the circulation department here has not had any education beyond high school and although his length of time here seems to qualify him for his position currently, I often detect serious defects in his work--due both to a lack of professional training and the lack of a genuinely professional attitude."

"The salary is my chief complaint inasmuch as I have 36 hours of graduate credit in Library Science whereas women, not even high school grads are making more than I am."

"In our library, education is not given enough importance when rating salary schedules. When two people have same rating or classification and one has a college degree and the other has none, it seems logical that the one with the education should have more salary. She gained in many ways by obtaining a college degree, besides, it is a financial burden to go thru four years of college. This is important."

"The clerical personnel are paid at the same rate--disregarding years spent in college."

Some objected that the spread in salaries was too narrow; others too broad:

"Increases for persons in positions requiring experience not in proportion to beginning salaries for inexperienced personnel."

"While base pay for professionals has been increased considerably during the last 3 years, experienced librarians are at a disadvantage since little or no account is taken of pay variance for total experience, although some slight attention is paid to position responsibility. The result is that members

of the staff recently graduated from library school make within \$200 a year of those with experience of more than 8 years, who held positions as head of departments."

"We also feel that there is too great a gap between salary paid Chief Librarian and Assistant Librarian and those who follow in Grades #4 and 3."

Those in university libraries wanted faculty status:

"University library employees (professional) should enjoy either (1) the status equivalent to other campus faculty with opportunity and time for professional research and writing, etc., or (2) should be permitted to be classified with other state employees in computation of pay adjustment to cost-of-living increases. I prefer recognition of librarianship as a profession, similar to others requiring the same preparation and study."

Physical Working Conditions

In general, locker, lunch and restroom facilities and physical working conditions were criticized more often than any other working conditions except salaries and promotions.

"The lighting at my particular desk is bad due to overcrowded conditions. The chairs provided for some of the professional people are straight (kitchen chairs)."

"Lighting, ventilation extremely poor. Heating fluctuates from very cold to very hot due to poor heating plant. Building a Victorian relic not built for efficiency."

"Furnace doesn't work--too cold in winter--no hot water to wash with--no drinking fountain. Place very dirty, janitor service not very good, lighting very poor. Windows need weather stripping--drafty. Need equipment (file cabinet--catalog for circulation department. More space for reference department)."

"The physical plant is very old, dirty and crowded. Thousands of useful books are in storage. We do not give adequate service because of lack of materials and an administration that is prone to be content with the status quo.... There are no lockers, no lunch or rest rooms. The heating system is worn out and the building is never uniformly warm."

"Physical set-up of the library (on 3 different floors) makes for much too much physical exertion. Reading room lighting very good, but that provided for employees is bad. My working space is very inadequate."

"The distance between the reference room and the book stacks makes this position hard physically. Many of our books are on the third and 2nd floors-no elevator or dumb waiter. The services of a page in this room would help considerably."

"Our rest room is too small and dirty and no hot water. Lunch facilities are good. Ventilation poor. Too many people in amount of space and too much talking and confusion for concentration over a period of time."

A woman with over 10 years' experience in library work stated:

"Have never worked in a library where the lighting was adequate, and this should be one of the primary considerations but never is."

Frequently complaints about working conditions referred to the fact that work was hampered, as well as to personal inconvenience and discomfort. There were a number of comments, however, to the effect that working conditions were being improved as fast as money permitted.

Shortage of Help and Hours

References to a shortage of help were numerous, particularly in university libraries where the student body had grown rapidly.

"This department needs more professional help, it has really always been under-staffed. The department is growing but the amount of help hasn't been increased."

"The books are fascinating but I have to do all the clerical, as well as the strictly professional work myself. (Many cataloguers do, of course, but I think that this library is inadequately staffed for a library of its size [50-99 workers] and type. My superiors are all very considerate, kind, and pleasant.)"

"Clerical, and even janitorial, duties are now assumed perforce by personnel trained for professional and near-professional work--obviously poor economy."

"All duties including cataloguing and publicity must be done by one person with a student body of (over 2000)."

"Although I state that I am required to work no overtime, the nature of the job and lack of an assistant means that I voluntarily do a tremendous amount of unpaid overtime. Although I appear well satisfied with my work, I actually have one great complaint, that I am struggling to do the work of at least two full-time people. My chief need is a trained assistant, full time. At present my only help is 15 hours of page help per week. This hampers the development of the work."

"Of course, I have student assistants, but the crying need is for at least one other full-time librarian, preferably on the professional level too."

Although there was no widespread criticism of hours of work a relatively large number stated that they would like a 5-day week and there were complaints about the distribution of Saturday and Sunday work. The following comments are typical:

"Do not object to a 40 hour week--but do strenuously to the 5 $\frac{1}{2}$ day week."

"Saturday and Sunday work is not fairly distributed among employees. Financial reimbursement is not realized for week-end work."

It was also stated that overtime is frequently worked on a voluntary basis.

"We are not required to work overtime, but we often do it voluntary in order to finish a certain project. Find it hard to find time in our schedule to collect our 'compensatory time off' we receive for working some holidays."

"So far as I know no overtime is authorized except for those who must keep the central library open on Sunday. If the rest of us accumulate any overtime, through Saturday work and such, it must be taken off by the end of the following pay period or else lost."

"Overtime is not 'required' and is not paid for. But there are few on this staff who do not work over the regular 40 hours per week to get the work done."

"The subject of rest periods during the day is not covered. We are required to take 10 minutes each afternoon, and although we are here only 5 afternoons a week, 60 minutes are deducted from the number of hours worked per week."

"Although we do not count meal periods as part of our 40 hours, we are responsible during that time for the work of the branch and must be 'on call' when a professional is needed."

"The weekly schedule reported in (13) covers only hours on duty in the library. It does not include time spent in such duties as book evaluation, selection, and ordering, and arrangements of displays, which take from 5 to 12 hours a week."

There were references to the need for time for reading and other work related to the library job.

"A reference librarian needs a working knowledge of such an array of intricate problems that she should not be scheduled full-time at a public desk."

"Some library time should be provided for purposeful reading, scanning new books and reviews, and for civic or educational contacts in community."

"None of these questions take into consideration time spent on required reading, attendance at community meetings, etc. None on time not considered 'overtime' but on employee's own time. This tends to decrease the chance for a personal life, for social contacts outside of library field, and make for tense, one-sided individuals. Too much of a librarian's own time is expected to be given to her work."

"Average a book a week--outside reading (required)."

Vacations and Sick Leave

There were also complaints about vacations and sick leave:

"Ten days vacation (two weeks, including the week-ends) is too brief to take up any course of study, or have anything of an extended trip. That is where the teachers have a distinct advantage over us. In government positions one has a month with pay."

"Less vacation than professional assistant."

"Should like to see in effect a graded system of paid vacations for nonprofessional staff, the length of vacation determined by length of service. It seems reasonable that one who has served ten years or more has 'earned' a longer vacation than one having served two or three years."

"Method of sick leave allowance being held to 15 days per year, and no allowance for a carry over to next year, works hardship in some cases. Sick leave allowance should be accumulated to a maximum number of days."

"This library had 3 week paid vacation some years ago but for some reason which was not disclosed to the employees it was cut to 2."

On the other hand, some not receiving sick leave said:

"I would like to point out that though we are not entitled to sick leave we are not 'docked' in the event of illness."

Supervision and Public Attitude

There was frequent discussion of the fact that morale and working conditions depended very greatly on the ability and personalities of the supervisors and the staff in general. It was often stated that conditions were good because of the head of the library, or that work was difficult because the library head was difficult to get along with.

"Personnel relations are very difficult, there being jealousy and discontent between the clerical assistants and professionals. It stems from the administration of the library--the director does not like the assistant director and so makes it difficult for him to work. It is difficult to get improvements and changes. I think the question of personnel relations is one of the most vital in libraries today."

"The one thing I think most libraries need is intelligent supervision and a little more common sense along with the supervision."

"Our very progressive administrative head has done much for our library and is willing to do quite a bit more. That is just one incentive."

"My job is very pleasant and interesting. My superior is excellent; that is, he is the most efficient man I've ever known. He is also very considerate."

"The people I work with in the library (the staff as a whole) are a congenial group and the work brings me in contact with many interesting aspects of library work. It is for these reasons largely that my checking on the above points seems at first as if it might have been considered while wearing a mental pair of rose-colored glasses."

Some stated that proposals for change were not considered seriously:

"Suggestions are graciously received from any staff member and usually pigeon-holed."

"Many times suggestions are not even acknowledged."

Despite general feelings of satisfaction in their jobs, there were feelings that the public does not appreciate the problems of the library staff:

"I wish someone might correct a fallacy which seems to be in the minds of many of the general public, namely that a librarian has nice, easy, clean work, just sitting at a desk issuing and receiving books. I have said to many that there is as much work behind the scenes in a library as there is in a bank. I believe this misconception of the real work that librarians do is an influence in keeping the salaries low."

Variations in Opinions

There was generally less dissatisfaction in the Border States where Federal government employees are concentrated and on the Pacific Coast than in other sections of the country. Otherwise there was no consistent regional variation in attitudes. In all regions there was general satisfaction with the job as a whole (Tables 56 and 57).

Attitudes of professional librarians varied relatively little with position. Employees working for the Federal government express greater satisfaction than others covered by the study (Tables 58 and 59). Those in public libraries and in colleges and universities were somewhat more dissatisfied than others in the field (Tables 60 and 61).

CHAPTER VI. COMPARISON OF ECONOMIC STATUS OF LIBRARY WORKERS WITH OTHER FIELDS

Cash salaries of professional library employees considered as a group were slightly higher than those of hospital dietitians in 1949. Considering women in professional library positions separately, average cash salaries were practically the same as those of hospital dietitians residing outside hospital quarters. However, earnings of dietitians were frequently augmented by meals. Available data indicate that professional library workers' salaries are above those in the nursing profession.

The typical educational background, in terms of years of schooling, was found to be about the same for the professional library employees and the dietitians studied by the Bureau of Labor Statistics if the dietitians' year of internship is included. However, professional library workers typically have a year or 2 years more education to their credit than do professional nurses.

Comparisons of the earnings of nonprofessional library employees with those in other fields must be rough. They seem to indicate that those performing stenographic and secretarial work in libraries earned somewhat less on the average than stenographers in private industry in a group of large cities studied by the Bureau of Labor Statistics in 1949. The average salary of those performing stenographic and secretarial work in libraries, reduced to a weekly basis, amounted to about \$40 compared with average salaries ranging from about \$39 to \$50 in offices in private industry. Those engaged in shelving and other stack work in libraries earned about \$3 a week more than office boys in private industry. At the time of the study the average factory worker in American industry received about \$54 a week compared with \$59 for professional library employees and \$38 for nonprofessionals.

The 5-day week was less widespread in libraries than in industry. Typically, the number of hours in the scheduled workweek in the library field appear to be about the same as for office and factory workers in private industry. Library workweeks were distinctly shorter than those reported in most fields of dietetics and nursing. Evening work and split schedules were more common than in most other fields although split schedules were more frequently reported by dietitians.

Formal provisions for vacations of library workers compared favorably with those typically reported by private industry. Those of professional library employees appear to be similar to the vacation provisions for dietitians and to be somewhat more liberal than those given nurses two years earlier. Formal sick leave provisions appear to be more widespread than in private industry but to be perhaps slightly less liberal than those for dietitians and nurses.

Library employees fare well compared to many other professional groups in provisions for retirement pensions but they do not have as universal coverage

as workers in private industry. Retirement pension plans include about three fourths of the professional library workers and two thirds of the nonprofessional workers, compared with about a third of the dietitians and probably an even smaller proportion of nurses. They are also covered by provisions for other types of insurance less often than workers in industry.

A poll of library employees' opinions regarding specific aspects of their jobs indicates somewhat less dissatisfaction regarding certain working conditions than was expressed either by nurses or by dietitians. The greatest contrast appeared in opinions regarding retirement; about 1 out of 4 library employees compared with two fifths of the dietitians and over one half of the nurses were dissatisfied with retirement pension arrangements.

CHAPTER VII. SCOPE AND METHOD

Data for this survey were collected by means of a mail questionnaire¹ filled in by approximately 19,000 library workers employed in all types of work except maintenance (janitors, engineers, electricians, cleaners, elevator operators, guards, bindery and museum staff, truck drivers transporting books and other materials between library agencies). Members of religious orders were also excluded. Included were about 12,000 replies from professional library employees and almost 7000 from nonprofessional workers.² Classification of workers as professional and nonprofessional was based on duties rather than on educational background.

The replies that were returned account for about three fourths of the approximately 25,000 questionnaires that were distributed and for two fifths of all library employees in the country. It is estimated that about 3 out of 5 nonprofessional workers who received questionnaires returned them compared with about 4 out of 5 workers in professional positions.

The study was limited to library systems that were open at least 30 hours a week and within these library systems to full-time staff members. These are defined as those hired to work the hours schedule considered to constitute full-time work in the library or, in systems open less than 40 hours a week, as those working the total number of hours established for the library system as a whole.

The libraries included in the survey were selected to provide a balanced picture of all types of libraries and library workers and of all regions of the country. In selecting these libraries consideration was given to such factors as library size and type as well as location, both in terms of size of city and region. Because of the concentration of employment in larger libraries, all of these (except for one or two who decided not to participate in the study) were included in the survey whereas only 1 out of 5 smaller libraries was studied. The study of school libraries was limited primarily to public school systems in cities of 100,000 or more.³

Questionnaires were mailed out during January of 1949. Information on supplementary income from library work referred to the quarter ending on December 31 of 1948.

¹The questionnaire is reproduced in Appendix B.

²It is of interest to note that several thousand not only answered the specific questions asked but added informal comments about their positions.

³A variety of sources was used in compiling the lists of libraries; these included the American Library Directory, 1948; Special Library Resources; area directories of special libraries; American Universities and Colleges; Patterson's Educational Directory; Educational Directory; and various lists of county and school libraries.

Tabulation Methods

Although all large libraries but only a sample of small ones were included in the study, each group was given only its appropriate influence on the tabulations presented. Information was obtained from cooperating libraries as to the number of professional and nonprofessional employees on their staffs so that correction could be made for the over-representation of professional employees among the respondents, and also to correct any over-representation of any area. Hence, the final results are believed to be balanced geographically and occupationally. To reduce the influence of errors likely to arise in replies to a mail questionnaire, the averages presented are medians rather than means. These medians are the values above or below which half the replies fell.

No attempt was made to exclude from the survey those questionnaires that failed to provide useable information on all questions. In all tabulations, answers are expressed as percentages of the total number of useable replies to the question under consideration instead of being related to the total number of answers to the questionnaire as a whole. It is possible that this procedure leads to some overstatement of the prevalence of such conditions as split shifts, since some library employees failing to reply to such a question may not have understood it because they had not encountered this practice.

The methods used in determining the proportion of employees dissatisfied with various aspects of their work should avoid overstatement of the extent of this dissatisfaction. Participants in the survey were asked to indicate "satisfactory," "unsatisfactory," or "no opinion, or subject does not apply to present job" regarding 19 aspects of their work. Each percentage in the tables showing opinions is based on the total number expressing their attitude on any of these 19 aspects of their work rather than in terms of the total number voicing a definite opinion regarding the specific working condition in question. This procedure attempts to discover the major sources of grievances of library personnel as a whole rather than to determine what proportion of the workers actually subject to a certain condition were dissatisfied with it. Exclusion of those expressing no opinion would give the second measure rather than the first. For example, the proportion of workers dissatisfied with Saturday or Sunday work was expressed in terms of the total number of library employees expressing opinions on any subject. If the percentage had been figured in terms of the number actually expressing definite satisfaction or dissatisfaction regarding Saturday or Sunday work, excluding those who never work these days, a higher percentage of dissatisfaction would have been shown. This percentage would indicate how many of those actually required to work Saturday or Sunday were dissatisfied with such a schedule rather than how much dissatisfaction week-end work created among all library employees.

Information by size of library is presented in terms of total employment in the library system, including full-time and part-time employees; the latter converted into their full-time equivalent. In the information on education, participants were classified according to their most advanced education.

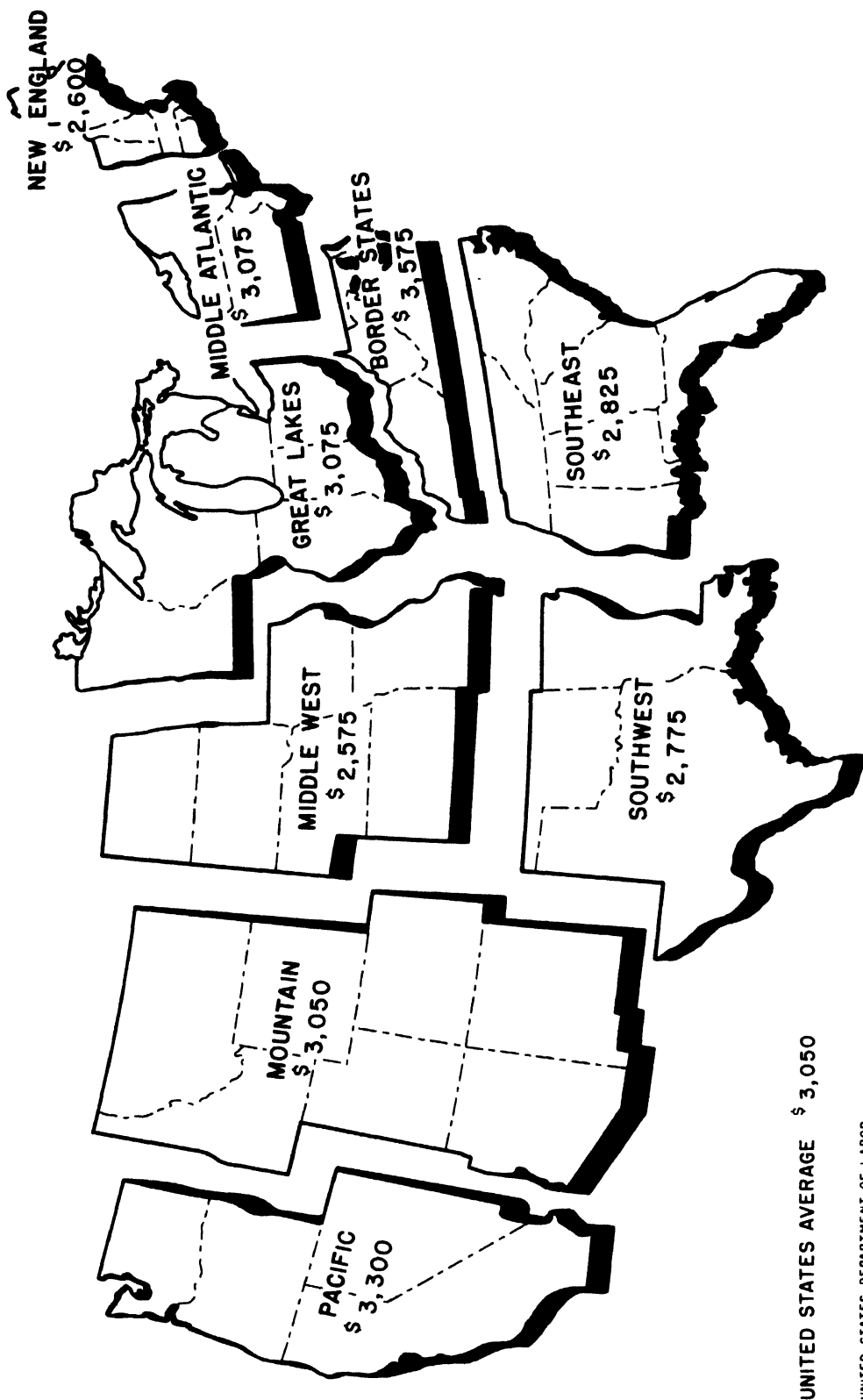
The regions used in the survey consist of:

New England.....Connecticut, Maine, Massachusetts, New
Hampshire, Rhode Island, Vermont
Middle Atlantic.....New Jersey, New York, Pennsylvania
Border States.....Delaware, District of Columbia, Kentucky,
Maryland, Virginia, West Virginia
Southeast.....Alabama, Florida, Georgia, Mississippi,
North Carolina, South Carolina, Ten-
nessee
Great Lakes.....Illinois, Indiana, Michigan, Minnesota,
Ohio, Wisconsin
Middle West.....Iowa, Kansas, Missouri, Nebraska, North
Dakota, South Dakota
Southwest.....Arkansas, Louisiana, Oklahoma, Texas
Mountain.....Arizona, Colorado, Idaho, Montana, New
Mexico, Utah, Wyoming
Pacific.....California, Nevada, Oregon, Washington

APPENDIX A - CHARTS

Average Annual Salaries of Professional Library Employees

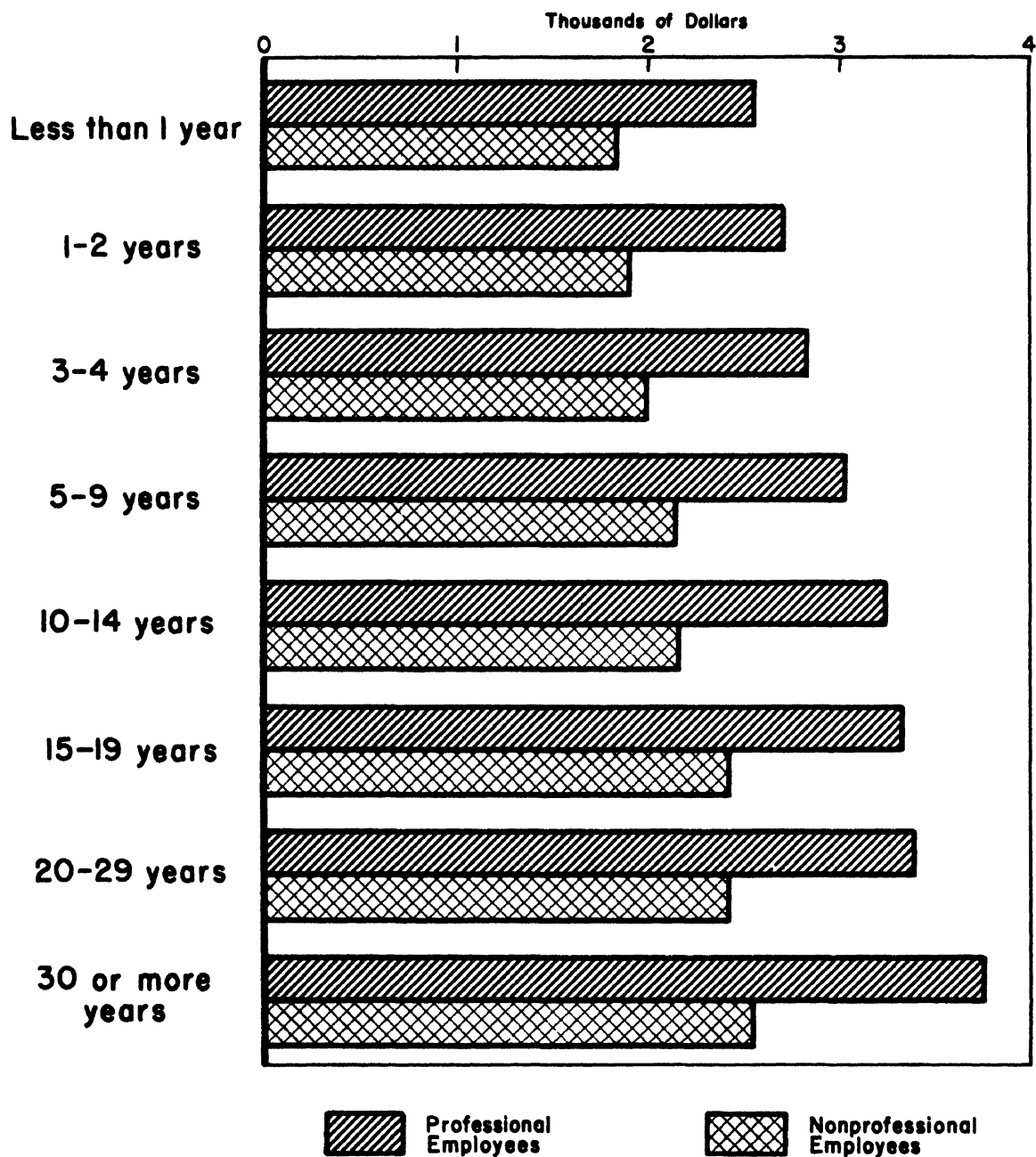
BY REGION, 1949



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

CHART 2

Average Annual Salaries of Library Employees BY EXPERIENCE, 1949



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

APPENDIX B - TABLES

TABLE 1.—Color and sex of library employees participating in Bureau of Labor Statistics study by region, 1949

Color and sex	Percent of employees in -											
	United States				Middle Atlantic				Border States			
	All positions	Pro-fessional positions	Non-pro-fessional positions	All positions	All positions	Pro-fessional positions	Non-pro-fessional positions	All positions	All positions	Pro-fessional positions	Non-pro-fessional positions	All positions
All participants	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
White women	85.6	85.9	85.2	89.1	85.3	85.5	85.2	71.6	75.3	67.6	87.7	84.2
Negro women	2.9	2.0	4.3	1.1	1.8	.8	3.4	6.9	4.3	9.7	6.0	7.9
Other women .....	.6	.2	1.2	.1	.6	.2	1.1	.7	.2	1.2	.3	.1
White men	10.0	11.7	7.6	9.4	11.8	13.4	9.3	16.7	19.2	13.9	5.8	7.5
Negro men .....	.8	.2	1.6	.3	.4	.1	.8	4.1	1.0	7.5	.2	.3
Other men .....	.1	(1/)	.1	-	.1	-	.2	(1/)	-	.1	-	-
All participants	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
White women	88.7	88.3	89.3	92.8	91.1	90.0	93.0	90.8	89.6	92.6	87.3	86.8
Negro women	3.0	1.4	5.2	1.4	1.8	2.6	.5	1.1	1.4	.6	1.6	1.2
Other women .....	.4	.3	.5	1.0	-	-	-	.1	.2	-	1.9	4.2
White men	7.7	10.0	4.5	4.8	7.0	7.3	6.5	7.8	8.8	6.2	8.8	5.0
Negro men .....	.2	-	.4	-	.1	.1	-	.1	-	.2	.2	.4
Other men	(1/)	(1/)	.1	-	-	-	-	.1	-	.4	.2	.1

1/ Less than 0.05 of 1 percent.

TABLE 2.—Age of library employees, 1949

Age	Percent of employees		
	All positions	Professional positions	Non-Professional positions
All employees	100	100	100
Under 21 years	7	1	15
21 - 24 years	13	6	25
25 - 29 years	12	10	15
30 - 34 years	11	12	8
35 - 39 years	12	15	8
40 - 49 years	24	31	15
50 - 59 years	14	17	9
60 - 64 years	4	5	3
65 or more years	3	3	2
Average \bar{x} years	38	42	28

\bar{x} Median.

TABLE 3.—Marital status and dependents of library employees, 1949

Marital status and dependents 1/	Percent of employees in -								
	All positions			Professional positions			Nonprofessional positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
All employees	100	100	100	100	100	100	100	100	100
Single:									
1-or more dependents .	12	10	13	14	8	14	11	13	10
No dependents	44	28	46	47	21	51	40	40	40
Widowed, divorced or separated:									
1-or more dependents .	5	1	5	4	1	5	5	2	6
No dependents	6	1	6	6	1	6	6	3	6
Married:									
1-or more dependents .	19	56	14	17	65	11	20	38	19
No dependents	14	4	16	12	4	13	18	4	19

1/ Those to whom employees contributed at least half of support.

TABLE 4.—Number of dependents of library employees, 1949

Number of dependents ^{1/}	Percent of employees in -							
	All positions				Professional positions			
	Total	Men	Women	Total	Men	Women	Total	Men
All employees	100	100	100	100	100	100	100	100
With dependents	36	67	32	35	74	30	36	53
1 dependent	25	25	24	24	25	23	26	24
2 dependents	7	20	6	7	21	6	7	18
3 or 4 dependents	4	20	2	4	25	1	3	11
5 or more dependents .	(2/)	2	(2/)	(2/)	3	(2/)	(2/)	(2/)
With no dependents	64	33	68	65	26	70	64	47
								65

^{1/} Those to whom employee contributed at least half of support.^{2/} Less than 0.5 of 1 percent.

TABLE 5.--General education ^{1/} of professional library employees by major subject matter of current position, 1949

Amount of general education 1/	Percent of -										
	Total 2/	Professional employees whose major specialization in current position was -									
		Philosophy or religion	Fine arts	Foreign languages	Physical sciences	Medicine or biological sciences	Law and legislative reference	Other social sciences	Children's work	Young people's work	No speciali- zation
All amounts	100	100	100	100	100	100	100	100	100	100	
High school diploma or less	10	7	6	1	3	5	7	3	14	4	10
College education of 2 years or less	7	5	7	6	4	6	6	4	8	3	7
Over 2 but less than 4 years of college	10	2	7	4	9	10	8	9	15	7	10
4 years of college	36	32	36	30	45	41	28	32	36	35	39
Less than 1 year of graduate study	10	6	9	17	9	11	3	13	10	15	10
1 year of graduate study ...	12	4	17	15	14	10	8	19	10	18	11
More than 1 year of graduate study	15	44	18	27	16	17	40	20	7	18	13

^{1/} Excludes professional courses in library science. Those with a bachelor's degree including a major or minor in library science are reported here as having over 2 but less than 4 years of college unless they also had graduate study outside library science.

^{2/} Includes data for categories not shown separately and those not specializing in any one field.

TABLE 6.—Professional library education of professional library employees by major subject matter of current position, 1949

Amount of professional education	Percent of -										
	Total 2/	Philosophy or religion	Fine arts	Foreign languages	Physical sciences	Medicine or biological sciences	Law and legislative reference	Other social sciences	Children's work	Young people's work	No speciali- zation
All professional employees	100	100	100	100	100	100	100	100	100	100	100
Some professional education	88	87	87	71	79	82	65	89	92	96	83
Public library training	11	11	13	9	5	9	7	6	15	5	10
Class 2/	8	7	6	5	6	6	9	8	11	6	8
Less than 24 semester hours of library science	50	38	55	44	51	48	36	59	54	63	42
24 semester hours to 1 full year of library science	8	18	7	4	7	11	6	5	6	16	7
More than 1 but less than 2 full years of library science	8	12	4	8	9	5	3	9	4	7	11
2 or more years of library science	3	1	2	1	1	3	4	2	2	1	5
Other	12	13	13	29	21	18	35	11	8	2	17
No professional education											

1/ Includes data for categories not shown separately.

2/ Includes short summer course for library workers.

TABLE 7.—Education ^{1/} of professional library employees by color, 1949

Education	Percent of -		
	All employees ^{2/}	White employees	Negro employees
<u>General education</u>			
All amounts	100	100	100
High school diploma or less	10	10	3
College education of 2 years or less	7	7	4
Over 2, but less than 4 years of college	10	10	8
4 years of college	36	36	50
Less than 1 year of graduate study	10	10	12
1 year of graduate study	12	12	15
More than 1 year of graduate study	15	15	8
<u>Professional education</u>			
All amounts	100	100	100
Some professional education	88	88	88
Public library training class ^{3/}	11	11	9
Less than 24 semester hours of library science	8	8	12
24 semester hours to 1 full year of library science	50	50	47
More than 1 but less than 2 full years of library science	8	8	7
2 or more years of library science	8	8	11
Other	3	3	2
No professional education	12	12	12

^{1/} Excludes professional courses in library science. Those with a bachelor's degree including a major or minor in library science are reported here as having over 2 but less than 4 years of college unless they also had graduate study outside library science.

^{2/} Includes data for employees not indicating their color and those not shown separately.

^{3/} Includes short summer course for library workers.

TABLE 8.—Field of specialization in college and in current position of professional library employees, 1949 ^{1/}

Specialization in current position	Percent of Professional employees whose major specialization in current position was -								
	Total 2/	English	Fine arts	Foreign languages	Bio- logical sciences	Physical sciences	Edu- cation	History	Other social sciences
All employees	100	100	100	100	100	100	100	100	100
Philosophy and/or religion .	1	1	-	1	2	2	1	1	1
Fine arts	2	2	32	3	(3/)	1	(3/)	1	1
Foreign languages	1	1	1	3	(3/)	1	(3/)	(3/)	1
Physical sciences	7	5	3	7	17	56	4	4	7
Medicine and/or other bio- logical sciences	4	3	(3/)	4	26	3	2	3	2
Law and legislative reference	3	1	1	2	-	1	(3/)	4	7
Other social sciences	4	4	3	4	3	3	4	6	9
Children's work	10	11	6	8	4	3	22	9	9
Young people's work	6	7	5	5	4	1	8	6	6
No specialization	62	65	49	63	44	29	59	66	57

^{1/} Limited to professional employees with more than 2 years of college education.

^{2/} Includes data for fields of specialization not shown separately.

^{3/} Less than 0.5 of 1 percent.

TABLE 9 .--General education 1/ of professional library employees in selected types of libraries by position, 1949

Type of library and education 1/ All libraries 2/	Percent of -			
	All professional employees	Chief librarians	Chiefs of departments or divisions	Branch librarians
All amounts	100	100	100	100
High school diploma or less	10	9	9	15
College education of 2 years or less	7	8	6	11
Over 2 but less than 4 years of college	10	10	11	10
4 years of college	36	32	35	35
Less than 1 year of graduate study	10	11	10	10
1 year of graduate study	12	10	13	11
More than 1 year of graduate study	15	20	16	8
Public libraries				
All amounts	100	100	100	100
High school diploma or less	18	17	16	21
College education of 2 years or less	11	13	8	14
Over 2 but less than 4 years of college	13	13	16	12
4 years of college	35	32	34	34
Less than 1 year of graduate study	8	8	9	6
1 year of graduate study	9	7	10	9
More than 1 year of graduate study	6	10	7	4
4 year colleges or universities				
All amounts	100	100	100	100
High schools diploma or less	2	1	3	1
College education of 2 years or less	3	1	4	2
Over 2 but less than 4 years of college	6	3	7	6
4 years of college	41	29	39	47
Less than 1 year of graduate study	11	14	10	9
1 year of graduate study	14	14	13	18
More than 1 year of graduate study	23	38	24	17

See footnotes at end of table.

Table 9.--General education 1/ of professional library employees in selected types of libraries by position, 1949 - Continued

Type of library and education 1/	Percent of -			
	All professional employees	Chief librarians	Chiefs of departments or divisions	Branch librarians
<u>2 or 3 year colleges</u>				
All amounts	100	100	100	(3/)
High school diploma or less	4	2	2	-
College education of 2 years or less	2	1	2	-
Over 2 but less than 4 years of college	7	10	6	-
4 years of college	34	30	19	-
Less than 1 year of graduate study	13	15	6	-
1 year of graduate study	16	16	35	-
More than 1 year of graduate study	24	26	30	-
<u>Business organizations</u>				
All amounts	100	100	(3/)	(3/)
High school diploma or less	8	8	-	-
College education of 2 years or less	6	5	-	-
Over 2 but less than 4 years of college	5	9	-	-
4 years of college	42	33	-	-
Less than 1 year of graduate study	10	14	-	-
1 year of graduate study	15	13	-	-
More than 1 year of graduate study	14	18	-	-

1/ Excludes professional courses in library science. Those with a bachelor's degree including a major or minor in library science are reported here as having over 2 but less than 4 years of college unless they also had graduate study outside library science.

2/ Includes data for categories not shown separately.

3/ Insufficient data to warrant its presentation.

TABLE 10.—Professional library education of professional library employees in selected types of libraries by position, 1949

Type of library and education	Percent of —			
	All professional employees 1/	Chief librarians	Chiefs of department or division	Branch librarians
<u>All libraries</u>	100	100	100	100
All professional employees	100	100	100	100
Some professional education	88	91	92	87
Public library training class 2/	11	11	10	17
Less than 24 semester hours of library science	8	9	6	9
24 semester hours to 1 full year of library science	50	45	54	46
More than 1 but less than 2 full years of library science	8	10	10	9
2 or more years of library science	8	12	9	4
Other amounts	3	4	3	2
No professional education	12	9	8	13
<u>Public libraries</u>	100	100	100	100
All professional employees	100	100	100	100
Some professional education	90	94	92	87
Public library training class 2/	21	23	18	22
Less than 24 semester hours of library science	8	11	5	8
24 semester hours to 1 full year of library science	48	42	53	44
More than 1 but less than 2 full years of library science	6	7	7	8
2 or more years of library science	4	6	6	3
Other amounts	3	5	3	2
No professional education	10	6	8	13
<u>4-year colleges or universities</u>	100	100	100	100
All professional employees	100	100	100	100
Some professional education	91	95	93	85
Public library training class 2/	3	1	4	4
Less than 24 semester hours of library science	6	6	7	9
24 semester hours to 1 full year of library science	55	40	56	59
More than 1 but less than 2 full years of library science	11	15	13	5
2 or more years of library science	14	31	11	8
Other amounts	2	2	2	(3/)
No professional education	9	5	7	15

See footnotes at end of table.

TABLE 10.—Professional library education of professional library employees in selected types of libraries by position, 1949 - Continued

Type of library and education	Percent of -			
	All professional employees 1/	Chief librarians	Chiefs of department or division	Branch librarians
<u>2 or 3 year colleges</u>				
All professional employees	100	100	100	(4/)
Some professional education	91	92	96	-
Public library training class 2/	4	4	2	-
Less than 24 semester hours of library science	6	9	2	-
24 semester hours to 1 full year of library science	57	57	64	-
More than 1 but less than 2 full years of library science	11	14	11	-
2 or more years of library science	10	7	15	-
Other amounts	3	1	2	-
No professional education	9	8	4	-
<u>Business organisations</u>				
All professional employees	100	100	(4/)	(4/)
Some professional education	65	83	-	-
Public library training class 2/	9	7	-	-
Less than 24 semester hours of library science	8	10	-	-
24 semester hours to 1 full year of library science	33	42	-	-
More than 1 but less than 2 full years of library science	7	14	-	-
2 or more years of library science	5	6	-	-
Other amounts	3	4	-	-
No professional education	35	17	-	-

1/ Includes data for categories not shown separately.

2/ Includes short summer course for library workers.

3/ Less than 0.5 of 1 percent.

4/ Insufficient data to warrant its presentation.

TABLE 11.--Total library experience of library employees, 1949

Experience in library work	Percent of -			
	Professional employees in -		Nonprofessional employees in -	
	Professional positions	Nonprofessional positions	Professional positions	Nonprofessional positions
All amounts	100	100	100	100
Less than one year	6	56	87	24
1 - 2 years	9	17	5	27
3 - 4 years	10	12	3	20
5 - 9 years	21	10	3	15
10 - 14 years	16	3	1	5
15 - 19 years	13	1	(1/)	3
20 - 29 years	18	1	1	5
30 or more years	7	(1/)	(1/)	1
Average 2/ years	11	(3/)	(3/)	2

1/ Less than 0.5 of 1 percent.

2/ Median.

3/ None or less than 1 year.

TABLE 12.---Length of service of library employees with present employer, 1949

Length of service with present employer	Percent of employees in -		
	All positions	Professional positions	Nonprofessional positions
All amounts	100	100	100
Less than 1 year	18	13	28
1 - 2 years	20	17	26
3 - 4 years	16	15	17
5 - 9 years	16	15	16
10 - 14 years	8	10	4
15 - 19 years	7	9	3
20 - 29 years	12	16	5
30 or more years	3	5	1
Average \bar{x} years	4	6	2

\bar{x} Median.

TABLE 13.--Length of service with present employer of library employees by employer, 1949

Length of service with present employer	All employers	Government					Non-governmental agency
		Federal	State	County	Municipal	School district	
Percent of professional employees							
All amounts	100	100	100	100	100	100	100
Less than 1 year	13	14	16	14	9	11	15
1 - 2 years	17	14	20	17	13	13	22
3 - 4 years	15	20	19	11	12	14	17
5 - 9 years	15	20	14	21	15	17	14
10 - 14 years	10	12	9	10	12	11	8
15 - 19 years	9	8	8	9	11	9	8
20 - 29 years	16	9	11	13	21	21	12
30 or more years	5	3	3	5	7	4	4
Average 1/ years	6	4	4	5	10	8	4
Percent of nonprofessional employees							
All amounts	100	100	100	100	100	100	100
Less than 1 year	28	32	32	17	24	25	32
1 - 2 years	26	25	30	28	24	17	27
3 - 4 years	17	14	16	15	17	16	20
5 - 9 years	16	20	13	28	17	20	10
10 - 14 years	4	2	3	5	5	4	4
15 - 19 years	3	4	2	2	4	8	3
20 - 29 years	5	2	3	4	7	8	3
30 or more years	1	1	1	1	2	2	1
Average 1/ years	2	2	2	3	3	3	2

1/ Median.

\bar{x} Median.

TABLE 14.—Annual salaries of library employees by region, 1949 1/

Annual salaries	Percent of employees in -									
	United States			New England			Middle Atlantic			
	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions
All amounts	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1,000	0.6	0.3	1.0	0.5	0.3	0.8	0.2	0.1	0.4	0.4
\$1,000 but under \$1,200	1.0	.4	1.9	1.5	.6	3.0	.8	.4	1.5	1.5
\$1,200 but under \$1,400	3.5	1.4	6.5	5.7	3.0	9.8	3.6	1.3	7.1	7.1
\$1,400 but under \$1,600	5.2	1.5	10.5	9.5	3.5	18.6	5.0	1.4	10.5	10.5
\$1,600 but under \$1,800	6.6	2.0	13.1	10.5	3.8	20.5	6.3	1.5	13.6	13.6
\$1,800 but under \$2,000	9.7	3.4	18.6	12.3	5.0	23.1	10.2	3.3	20.9	20.9
\$2,000 but under \$2,200	8.1	4.5	13.4	9.8	7.7	13.1	8.0	3.3	15.3	15.3
\$2,200 but under \$2,400	7.1	4.7	10.6	9.9	12.7	5.6	6.5	3.6	10.9	10.9
\$2,400 but under \$2,600	9.0	8.5	9.9	8.6	13.1	1.8	8.2	8.6	7.6	7.6
\$2,600 but under \$2,800	8.3	9.7	6.3	5.9	8.7	1.7	9.2	11.0	6.3	6.3
\$2,800 but under \$3,000	7.1	9.9	3.1	5.6	8.4	1.4	7.0	10.1	2.3	2.3
\$3,000 but under \$3,200	7.2	10.9	2.0	5.8	9.4	.5	8.0	12.3	1.3	1.3
\$3,200 but under \$3,400	5.1	7.9	1.1	3.4	5.6	1.1	5.3	8.6	.3	.3
\$3,400 but under \$3,600	3.2	5.0	.7	2.7	4.5	.4	3.3	5.2	.4	.4
\$3,600 but under \$3,800	3.7	6.0	.4	.8	1.3	-	3.6	5.8	.2	.2
\$3,800 but under \$4,000	2.7	4.4	.3	1.0	1.7	-	3.7	5.8	.4	.4
\$4,000 but under \$4,200	2.6	4.2	.2	2.0	3.4	-	3.3	5.2	.3	.3
\$4,200 but under \$4,400	1.7	2.7	.2	1.0	1.6	-	1.5	2.3	.2	.2
\$4,400 but under \$4,600	1.7	2.8	.1	1.2	2.0	-	1.0	1.5	.2	.2
\$4,600 but under \$4,800	1.0	1.7	(2)	.2	.3	-	.8	1.3	-	-
\$4,800 but under \$5,000 .....	.9	1.5	(2)	.4	.6	-	.4	.7	.1	.1
\$5,000 but under \$5,400	1.3	2.2	.1	.3	.5	-	1.2	1.9	.1	.1
\$5,400 but under \$5,800 .....	.8	1.3	(2)	.2	.3	-	.5	.9	-	-
\$5,800 but under \$6,200 .....	.6	1.0	(2)	.3	.5	-	.9	1.5	-	-
\$6,200 but under \$6,600 .....	.3	.5	(2)	.4	.6	-	.2	.4	-	-
\$6,600 but under \$7,000 .....	.2	.3	(2)	-	-	-	.3	.4	-	-
\$7,000 and over .....	.8	1.3	(2)	.5	.9	-	1.0	1.6	-	-
Average 3/	\$2,575	\$3,050	\$1,975	\$2,200	\$2,600	\$1,775	\$2,625	\$3,075	\$1,950	\$1,950

See footnotes at end of table.

TABLE 14. --Annual salaries of library employees by region, 1949 1/- Continued

Annual salaries	Percent of employees in -							
	Border States			Southeast			Great Lakes	
	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions	Nonpro- fessional
All amounts	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1,000	0.2	-	0.7	1.5	0.4	3.3	0.7	1.2
\$1,000 but under \$1,200	2.0	0.1	.3	2.1	.3	5.9	1.0	2.0
\$1,200 but under \$1,400	1.6	.6	3.6	7.2	1.8	16.5	2.6	4.8
\$1,400 but under \$1,600	2.7	.6	4.9	7.4	1.9	16.6	5.9	12.0
\$1,600 but under \$1,800	7.7	2.0	14.0	12.5	6.1	23.4	8.5	16.2
\$1,800 but under \$2,000	5.5	4.1	7.0	7.4	7.4	7.5	8.4	14.7
\$2,000 but under \$2,200	7.8	4.1	14.1	14.1	4.0	1.8	7.8	12.1
\$2,200 but under \$2,400	12.2	7.8	20.1	3.2	13.2	3.2	7.1	7.1
\$2,400 but under \$2,600	10.4	7.0	14.1	6.9	9.0	3.2	6.9	5.0
\$2,600 but under \$2,800	8.9	10.6	7.2	5.6	8.9	-	10.2	3.1
\$2,800 but under \$3,000	6.0	7.6	4.3	8.7	13.5	.4	10.6	1.3
\$3,000 but under \$3,200	4.4	6.5	2.1	3.5	5.6	-	9.8	1.8
\$3,200 but under \$3,400	3.2	5.0	1.3	2.0	3.2	-	4.4	.4
\$3,400 but under \$3,600	4.6	7.6	1.1	3.8	6.1	-	7.2	.2
\$3,600 but under \$3,800	2.9	5.2	.5	1.5	2.4	-	4.3	.1
\$3,800 but under \$4,000	2.6	4.5	.5	1.8	2.8	-	3.6	(2/)
\$4,000 but under \$4,200	2.4	4.0	.7	.6	1.9	-	3.1	(2/)
\$4,200 but under \$4,400	3.7	7.0	.2	1.1	1.8	-	3.5	(2/)
\$4,400 but under \$4,600	2.2	4.1	.2	.3	.5	-	2.6	(2/)
\$4,600 but under \$4,800	1.9	3.6	.1	.2	1.9	-	1.7	(2/)
\$4,800 but under \$5,000	2.2	3.2	-	.9	1.5	-	1.1	(2/)
\$5,000 but under \$5,200	1.7	2.0	-	.5	1.6	.2	.8	(2/)
\$5,200 but under \$5,400 .....	.9	1.7	-	.1	.5	-	.3	(2/)
\$5,400 but under \$5,600	1.1	1.3	-	.2	.3	-	.2	(2/)
\$5,600 but under \$5,800	1.0	1.9	-	.2	.5	-	1.2	(2/)
\$5,800 but under \$6,000	1.0	1.7	-	.1	.2	-	.3	(2/)
\$6,000 but under \$6,200	1.1	1.3	-	.2	.3	-	.2	(2/)
\$6,200 but under \$6,400	1.0	1.9	-	.2	.5	-	.3	(2/)
\$6,400 but under \$6,600	1.1	1.3	-	.2	.3	-	.2	(2/)
\$6,600 but under \$6,800	1.0	1.7	-	.1	.2	-	.3	(2/)
\$6,800 but under \$7,000	1.1	1.3	-	.2	.3	-	.2	(2/)
\$7,000 and over	1.0	1.9	-	.2	.5	-	.3	(2/)
Average 3/	\$2,775	\$3,575	\$2,425	\$2,300	\$2,825	\$1,675	\$2,575	\$1,950

See footnotes at end of table.

TABLE 14.—Annual salaries of library employees by region, 1949 1/2 — Continued

Annual salaries	Percent of employees in —											
	Middle West				Southwest				Mountain			
	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional
All amounts	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1,000	3.2	3.9	2.3	0.9	—	2.4	0.8	—	—	2.1	—	—
\$1,000 but under \$1,200	3.1	1.8	5.0	1.2	0.4	2.7	.8	1.2	1.2	—	—	—
\$1,200 but under \$1,400	8.2	4.9	13.2	4.5	1.9	9.0	3.7	1.2	7.9	7.9	0.2	—
\$1,400 but under \$1,600	9.2	2.1	19.5	7.7	2.2	16.7	4.7	2.0	9.2	15.4	.4	—
\$1,600 but under \$1,800	8.6	5.5	13.2	9.9	2.9	21.5	6.7	1.6	15.4	27.4	.4	—
\$1,800 but under \$2,000	11.5	6.1	19.9	11.8	7.1	19.5	12.9	4.6	15.4	13.9	2.4	—
\$2,000 but under \$2,200	8.7	5.9	12.7	9.7	8.9	10.9	6.5	2.1	7.5	7.5	2.3	—
\$2,200 but under \$2,400	6.1	7.2	4.4	6.9	7.6	5.5	5.0	3.6	4.4	4.4	2.3	—
\$2,400 but under \$2,600	10.1	13.1	5.8	10.2	10.9	8.9	10.1	13.5	3.7	11.5	11.5	—
\$2,600 but under \$2,800	5.9	8.7	1.7	6.1	8.7	1.7	5.6	6.8	1.7	9.8	9.8	—
\$2,800 but under \$3,000	5.3	8.9	—	6.2	9.9	—	7.5	10.9	9.9	7.6	7.6	—
\$3,000 but under \$3,200	6.7	10.8	.5	5.1	9.8	.3	6.0	7.3	3.9	12.6	12.6	—
\$3,200 but under \$3,400	3.0	4.6	1.1	2.7	7.9	.3	5.1	6.9	1.9	8.8	8.8	—
\$3,400 but under \$3,600	2.9	4.1	.2	2.1	4.3	.3	4.6	7.0	.4	5.2	5.2	—
\$3,600 but under \$3,800	2.2	3.5	—	1.8	2.9	—	3.1	4.9	.4	3.5	3.5	—
\$3,800 but under \$4,000	1.5	2.4	—	1.3	2.1	—	3.1	4.9	—	2.6	2.6	—
\$4,000 but under \$4,200	1.9	3.1	—	1.1	1.7	—	1.6	2.5	—	1.5	1.5	—
\$4,200 but under \$4,400 .....	.4	.2	—	1.2	2.0	—	.9	—	—	1.1	1.1	—
\$4,400 but under \$4,600	(2/)	.7	—	.1	.2	—	.9	1.5	—	1.5	1.5	—
\$4,600 but under \$4,800 .....	.2	.4	—	1.0	.8	—	1.1	1.7	—	2.9	2.9	—
\$4,800 but under \$5,000 .....	.5	.8	—	.7	1.2	—	.9	1.4	—	1.1	1.1	—
\$5,000 but under \$5,200 .....	.4	.6	—	.5	.9	—	.4	.6	—	.3	.3	—
\$5,200 but under \$5,400 .....	.1	.2	—	.1	.2	—	.3	.3	—	.3	.3	—
\$5,400 but under \$5,600 .....	.1	.2	—	(2/)	.1	—	.2	.3	—	1.1	1.1	—
\$5,600 but under \$5,800 .....	.1	.2	—	.1	.3	—	.1	.3	—	1.8	1.8	—
\$5,800 but under \$6,000 .....	.1	.2	—	.1	.1	—	.1	.1	—	—	—	—
\$6,000 but under \$6,200 .....	.1	.2	—	.1	.1	—	.1	.1	—	—	—	—
\$6,200 but under \$6,400 .....	.1	.2	—	.1	.1	—	.1	.1	—	—	—	—
\$6,400 but under \$6,600 .....	.1	.2	—	.1	.1	—	.1	.1	—	—	—	—
\$6,600 but under \$6,800 .....	.1	.2	—	.1	.1	—	.1	.1	—	—	—	—
\$6,800 but under \$7,000 .....	.1	.2	—	.1	.1	—	.1	.1	—	—	—	—
\$7,000 and over .....	.1	.2	—	.1	.1	—	.1	.1	—	—	—	—
Average 1/2	\$2,150	\$2,575	\$1,725	\$2,300	\$2,775	\$1,775	\$2,550	\$3,050	\$1,875	\$2,850	\$3,300	\$2,225

1/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.
 2/ Less than 0.05 of 1 percent.
 3/ Median.

TABLE 15.—Average 1/ annual salaries of library employees by type of library, position, and region 1949 2/

Type of library and position	Average annual salaries in -							
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west
<u>All libraries</u>								
All employees	\$2,575	\$2,200	\$2,625	\$2,775	\$2,300	\$2,575	\$2,150	\$2,300
Professional employees	3,050	2,600	3,075	3,575	2,825	3,075	2,575	2,775
Chief librarians	3,200	2,800	3,475	4,125	2,950	3,050	2,600	3,075
Assistant chief librarians	3,050	2,375	3,225	3,350	2,650	2,925	2,525	2,850
Chiefs of department or division	3,225	2,775	3,275	3,825	3,025	3,325	2,975	3,000
Branch librarians	3,100	2,525	3,275	3,400	2,400	3,100	2,600	2,900
Other supervisors	3,200	2,650	3,200	3,975	2,675	3,250	(3/)	2,725
Non supervisory employees	2,925	2,500	2,875	3,225	2,850	2,975	2,500	2,550
Nonprofessional employees	1,975	1,775	1,950	2,425	1,675	1,950	1,725	1,775
<u>Public libraries</u>								
All employees	2,350	2,200	2,500	2,550	1,875	2,425	1,925	1,900
Professional employees	2,825	2,475	2,875	2,900	2,450	2,925	2,275	2,425
Chief librarians	2,500	2,425	2,475	2,875	2,400	2,625	1,875	2,750
Assistant chief librarians	2,350	1,900	2,475	2,750	2,000	2,000	1,750	(3/)
Chiefs of department or division	3,125	2,625	3,525	3,500	2,825	3,275	2,825	2,700
Branch librarians	3,075	2,475	3,300	3,375	2,275	3,100	2,775	2,200
Other supervisors	3,075	2,475	3,050	3,350	(3/)	3,250	(3/)	(3/)
Non supervisory employees	2,800	2,525	2,800	2,850	2,400	2,875	2,275	2,175
Nonprofessional employees	1,925	1,825	2,000	2,000	1,575	1,975	1,700	1,650
<u>4 year colleges or universities</u>								
All employees	2,500	2,150	2,575	2,275	2,500	2,575	2,475	2,525
Professional employees 4/	3,050	2,675	3,125	2,850	3,000	3,075	2,975	3,000
Chief librarians	3,825	3,225	4,700	4,075	3,525	3,800	3,225	3,875
Assistant chief librarians	3,300	(3/)	3,900	3,400	2,750	3,225	3,275	3,075
Chiefs of department or division	3,175	2,950	3,250	3,125	3,025	3,300	3,125	3,125
Non supervisory employees	2,750	2,450	2,800	2,550	2,975	2,750	2,575	2,725
Nonprofessional employees	1,825	1,675	1,825	1,825	1,725	1,800	1,575	1,900
<u>5 year colleges or universities</u>								
All employees	2,750	2,150	2,575	2,275	2,500	2,575	2,475	2,525
Professional employees 4/	3,050	2,675	3,125	2,850	3,000	3,075	2,975	3,000
Chief librarians	3,825	3,225	4,700	4,075	3,525	3,800	3,225	3,875
Assistant chief librarians	3,300	(3/)	3,900	3,400	2,750	3,225	3,275	3,075
Chiefs of department or division	3,175	2,950	3,250	3,125	3,025	3,300	3,125	3,125
Non supervisory employees	2,750	2,450	2,800	2,550	2,975	2,750	2,575	2,725
Nonprofessional employees	1,825	1,675	1,825	1,825	1,725	1,800	1,575	1,900
<u>6 year colleges or universities</u>								
All employees	2,750	2,150	2,575	2,275	2,500	2,575	2,475	2,525
Professional employees 4/	3,050	2,675	3,125	2,850	3,000	3,075	2,975	3,000
Chief librarians	3,825	3,225	4,700	4,075	3,525	3,800	3,225	3,875
Assistant chief librarians	3,300	(3/)	3,900	3,400	2,750	3,225	3,275	3,075
Chiefs of department or division	3,175	2,950	3,250	3,125	3,025	3,300	3,125	3,125
Non supervisory employees	2,750	2,450	2,800	2,550	2,975	2,750	2,575	2,725
Nonprofessional employees	1,825	1,675	1,825	1,825	1,725	1,800	1,575	1,900

See footnotes at end of table.

TABLE 15.--Average 1/ annual salaries of library employees by type of library, position, and region, 1949 2/ - Continued

Type of library and position	Average annual salaries in -									
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
<u>2 or 3 year colleges</u>										
All employees	\$2,550	\$2,350	\$2,450	\$1,925	\$2,050	\$2,250	(1/)	\$2,550	\$2,820	\$3,500
Professional employees	2,925	2,925	2,625	(3/)	2,100	2,950	(3/)	2,875	3,725	4,150
Nonprofessional employees	1,750	1,700	1,675	(3/)	(3/)	2,050	-	(3/)	(3/)	(3/)
<u>Secondary schools</u>										
All employees	3,400	2,325	3,800	3,400	2,650	3,575	\$2,775	2,450	3,725	3,775
Professional employees	3,600	2,400	3,925	3,450	2,650	3,675	3,000	2,450	(3/)	4,050
Nonprofessional employees	2,200	(3/)	1,700	(3/)	(3/)	2,225	(3/)	1,800	(3/)	2,450
<u>Elementary schools</u>										
All employees	3,525	(3/)	3,550	(3/)	(3/)	3,775	(3/)	(3/)	3,625	3,250
Professional employees	3,675	(3/)	3,550	(3/)	(3/)	3,775	(3/)	(3/)	3,800	4,025
Nonprofessional employees	2,200	-	-	(2/)	(2/)	(3/)	-	(2/)	(3/)	(3/)
<u>Business organizations</u>										
All employees	2,925	(3/)	2,875	2,725	(3/)	2,350	2,550	(3/)	(3/)	3,475
Professional employees	3,575	(3/)	3,450	4,050	(3/)	3,075	(3/)	(3/)	-	4,100
Nonprofessional employees	2,400	1,700	2,150	2,475	(3/)	2,225	2,525	-	(3/)	3,150
<u>Other libraries</u>										
All employees	2,950	2,350	2,825	3,075	2,975	2,800	2,425	2,950	3,100	3,275
Professional employees	3,775	3,175	3,400	4,150	3,200	3,400	2,800	3,075	3,475	3,875
Chief librarians	3,950	4,050	4,000	4,575	3,825	3,850	3,650	3,650	3,825	3,950
Assistant chief librarians	3,200	(3/)	3,150	3,550	(3/)	3,125	(3/)	(3/)	(3/)	4,125
Chiefs of department or division	3,900	(3/)	3,350	4,500	3,775	3,325	(3/)	(3/)	(3/)	3,725
Non-supervisory employees	3,400	2,775	3,000	3,775	2,975	3,250	(3/)	2,275	(3/)	3,625
Nonprofessional employees	2,450	1,925	2,850	2,600	2,025	2,100	1,975	(3/)	2,650	2,475

2/ Medien.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.
3/ Insufficient data to justify presentation of an average.
4/ Includes data for branch librarians and other supervisors.

TABLE 16.--Annual salaries of public library employees, 1949 1/

Annual salaries 1/	Percent of -	
	All employees	Professional employees
All amounts	100.0	100.0
Under \$1,000	1.0	0.7
\$1,000 but under \$1,200	1.5	.6
\$1,200 but under \$1,400	4.7	2.6
\$1,400 but under \$1,600	6.2	2.8
\$1,600 but under \$1,800	7.7	3.2
\$1,800 but under \$2,000	11.2	5.3
\$2,000 but under \$2,200	10.5	6.0
\$2,200 but under \$2,400	8.4	6.1
\$2,400 but under \$2,600	8.8	9.2
\$2,600 but under \$2,800	8.0	10.9
\$2,800 but under \$3,000	7.3	11.2
\$3,000 but under \$3,200	6.8	11.1
\$3,200 but under \$3,400	4.8	7.9
\$3,400 but under \$3,600	3.0	5.0
\$3,600 but under \$3,800	2.9	5.0
\$3,800 but under \$4,000	1.4	2.4
\$4,000 but under \$4,200	1.6	2.7
\$4,200 but under \$4,400	1.0	1.7
\$4,400 but under \$4,600 .....	.8	1.4
\$4,600 but under \$4,800 .....	.5	.9
\$4,800 but under \$5,000 .....	.4	.7
\$5,000 but under \$5,400 .....	.4	.7
\$5,400 but under \$5,800 .....	.3	.4
\$5,800 but under \$6,200 .....	.3	.5
\$6,200 but under \$6,600 .....	.1	.2
\$6,600 but under \$7,000 .....	.1	.2
\$7,000 and over .....	.3	.6
Average 3/	\$2,350	\$2,825
		\$1,925

1/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

2/ Less than 0.05 of 1 percent.

3/ Median.

TABLE 17.—Average 1/ annual salaries of professional library employees in selected positions by size of library system, 1949 2/

Size of library 3/ (number of employees)	Average 1/ annual salaries of -				
	Chief librarians	Assistant chief librarians	Chiefs of department or division	Branch librarians	Other supervisors
All sizes	\$3,200	\$3,050	\$3,225	\$3,100	\$3,200
1 - 4	2,625	2,500	3,175	2,750	2,000
5 - 9	3,650	2,850	2,700	2,425	2,875
10 - 24	4,525	3,375	3,050	2,675	3,075
25 - 49	5,225	3,925	3,150	2,650	2,900
50 - 99	6,425	4,850	3,400	2,925	2,800
100 - 499	6,950	4,375	3,775	3,325	3,150
500 or more	(4/)	3,800	4,525	4,000	3,500

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ In this and all other tables showing data by size of library system, number of employees refer to full and part-time workers, reduced to full-time equivalent.

4/ Insufficient data to justify presentation of an average.

TABLE 18.—Average 1/ annual salaries in selected professional positions in public libraries by size of library system, 1949 2/

Size of library (number of employees)	Average 1/ annual salaries of -				
	Chief librarians	Assistant chief librarians	Chiefs of department or division	Branch librarians	Other supervisors
All sizes	\$2,500	\$2,350	\$3,125	\$3,075	\$3,075
1 - 4	2,000	1,700	(3/)	(3/)	(3/)
5 - 9	3,100	2,300	2,325	2,250	(3/)
10 - 24	3,675	2,750	2,775	2,450	2,900
25 - 49	5,075	3,625	3,050	2,575	2,625
50 - 99	5,900	(3/)	3,325	2,975	3,025
100 - 499	8,100	5,000	3,800	3,250	3,075
500 or more	(3/)	(3/)	4,275	4,000	3,300

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ Insufficient data to justify presentation of an average.

TABLE 19.—Average 1/ annual salaries of branch librarians in public libraries in selected regions by size of library system, 1949 2/

Size of library (number of employees)	United States 3/	New England	Middle Atlantic	Great Lakes	Pacific
All sizes 4/	\$3,075	\$2,525	\$3,275	\$3,100	\$3,275
10 - 24	2,450	2,150	2,300	2,700	2,750
25 - 99	2,725	2,550	2,900	2,850	2,950
100 - 499	3,250	2,900	3,325	3,150	3,250
500 or more	4,000	4,100	3,775	4,000	4,100

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ Includes data for regions not shown separately.

4/ Includes data for small libraries not shown separately.

TABLE 20.--Average 1/ annual salaries of professional library employees in selected positions by major library activity, 1949 2/

Major library activity 3/	Average 1/ annual salaries for -		
	Chiefs of department or division	Other supervisors 4/	Non-supervisory employees
All activities 5/	\$3,225	\$3,200	\$2,925
Administration (including personnel management)	3,950	3,600	3,975
Teaching library science	(6/)	(6/)	4,325
Book selection	3,675	(6/)	2,825
Acquisition of library material	3,375	3,375	2,800
Cataloging and classification	3,125	3,100	2,725
Circulation and registration	2,750	2,775	2,500
Reference work	3,325	3,325	2,975
Assistance to readers	3,050	2,900	2,975
State library extension	3,325	4,100	2,750

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ Activity on which at least half of employee's time was spent.

4/ Except chief and assistant chief librarians and branch librarians.

5/ Includes data for those specializing in activities not shown separately and those who did not spend at least half their time on one activity.

6/ Insufficient data to justify presentation of an average.

TABLE 21.—Average 1/ annual salaries of professional library employees in selected positions and activities by region, 1949 2/

Major library activity 3/	Average 1/ annual salaries in —					
	United States			New England		
	Chiefs, department or division	Other supervisors 4/	Nonsupervisory employees	Chiefs, department or division	Other supervisors 4/	Nonsupervisory employees
Teaching library science	(5/)	(5/)	\$4,325	—	—	(5/)
Cataloging and classification	\$3,125	\$3,100	2,725	\$2,750	\$2,750	\$2,475
Circulation and registration	2,750	2,775	2,500	2,750	(5/)	2,125
Reference work	3,325	3,325	2,975	2,775	(5/)	2,650
Assistance to readers	3,050	2,900	2,975	2,450	2,700	2,400
Middle Atlantic						
Teaching library science	—	(5/)	5,225	—	(5/)	(5/)
Cataloging and classification	3,100	3,350	2,800	3,800	3,175	3,250
Circulation and registration	2,625	(5/)	2,625	2,750	(5/)	2,550
Reference work	3,300	3,450	2,850	3,925	3,750	3,550
Assistance to readers	2,950	2,875	2,875	3,425	(5/)	2,850
Southeast						
Teaching library science	—	(5/)	3,075	—	(5/)	5,025
Cataloging and classification	2,775	(5/)	2,675	3,275	3,200	2,775
Circulation and registration	2,450	(5/)	2,450	2,925	(5/)	2,625
Reference work	3,350	(5/)	2,850	3,275	3,225	3,000
Assistance to readers	(5/)	(5/)	2,725	3,200	3,250	3,125
Southwest						
Teaching library science	—	(5/)	(5/)	—	—	4,000
Cataloging and classification	3,050	(5/)	2,575	3,050	(5/)	2,675
Circulation and registration	2,675	(5/)	1,850	(5/)	(5/)	2,200
Reference work	3,125	(5/)	2,550	3,075	(5/)	2,725
Assistance to readers	(5/)	(5/)	2,725	(5/)	(5/)	(5/)
Mountain						
Teaching library science	—	(5/)	(5/)	—	—	4,425
Cataloging and classification	(5/)	(5/)	2,800	(5/)	3,400	3,025
Circulation and registration	(5/)	(5/)	(5/)	3,025	(5/)	2,550
Reference work	3,300	(5/)	2,525	3,600	(5/)	3,150
Assistance to readers	(5/)	(5/)	3,350	3,075	2,875	3,150
Pacific						

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ Activity on which at least half of employee's time was spent.

4/ Except chief and assistant chief librarians and branch librarians.

5/ Insufficient data to justify presentation of an average.

TABLE 22.—Average 1/ annual salaries of professional library employees in selected activities by type of library, 1949

Major library activity	Public libraries	4 year colleges or universities	2 or 3 year colleges	Secondary schools	Elementary schools	Business organizations	Other
Administration (including personnel management)	\$3,525	\$4,125	\$3,075	\$3,950	(2/)	\$4,825	\$4,650
Teaching library science	(2/)	4,075	-	(2/)	(2/)	-	5,075
Book selection	3,075	3,750	(2/)	(2/)	(2/)	(2/)	(2/)
Acquisition of library material	3,150	3,000	(2/)	(2/)	-	3,750	3,800
Cataloging and classification	2,775	2,850	3,225	3,850	(2/)	3,350	3,300
Circulation and registration	2,250	2,700	(2/)	(2/)	(2/)	2,400	2,450
Reference work	2,950	3,025	3,625	3,900	(2/)	3,975	3,725
Assistance to readers	2,900	3,025	(2/)	3,625	\$3,750	3,850	3,025
State library extension	3,325	(2/)	-	-	(2/)	-	3,650

1/ Median.

2/ Insufficient data to justify presentation of an average.

TABLE 23.—Average 1/ annual salaries of nonprofessional library employees in selected activities by region, 1949 2/

Major library activity	Average 1/ annual salaries in -									
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
Cataloging and classification .	\$1,975	\$1,800	\$2,100	\$2,550	\$1,875	\$1,900	\$1,900	\$1,875	\$1,700	\$2,375
Circulation and registration ..	1,925	1,700	1,800	2,225	1,600	1,900	1,725	1,800	3,075	2,300
Mechanical preparation of material	1,900	1,625	1,875	2,125	1,575	1,875	1,475	1,675	1,900	2,150
Stenographic or secretarial ...	2,075	1,825	2,100	2,450	1,800	2,025	1,900	1,775	2,000	2,225
Shelving or stack maintenance .	1,850	1,500	1,725	2,275	1,850	1,775	1,375	(3/)	(3/)	1,950

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ Insufficient data to justify presentation of an average.

TABLE 24.---Average $\bar{1}$ / annual salaries of professional library employees
by major subject matter of current position, 1949

Specialization in current position	Average annual salary $\bar{1}$ /
All employees	\$3,050
- Philosophy and/or religion	3,000
Fine arts	3,050
Foreign languages	3,025
Physical sciences	3,500
Medicine and/or other biological sciences	3,100
Law and legislative reference	3,450
Other social sciences	3,225
Children's work	2,900
Young people's work	3,425
Other	3,200
No specialization	3,000

$\bar{1}$ / Median.

TABLE 25.--Annual salaries of women library employees by region, 1949 1/

Annual salaries	Percent of employees in -											
	United States			New England			Middle Atlantic			Border States		
	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional
All amounts	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1,000	0.7	0.4	1.1	0.5	0.4	0.6	0.2	0.1	0.2	0.4	-	0.8
\$1,000 but under \$1,200	1.1	.4	2.0	1.6	.7	3.0	.9	.4	1.7	.3	0.2	.4
\$1,200 but under \$1,400	3.8	1.6	6.8	5.9	3.4	9.5	3.8	1.5	7.2	2.5	.6	4.5
\$1,400 but under \$1,600	5.4	1.7	10.7	10.0	3.8	19.0	4.9	1.5	10.0	1.9	.7	3.2
\$1,600 but under \$1,800	7.1	2.3	14.0	11.1	4.2	21.5	6.7	1.5	14.1	3.1	2.2	5.8
\$1,800 but under \$2,000	10.2	3.8	19.1	12.3	5.6	22.4	10.4	3.7	20.3	9.0	4.6	16.5
\$2,000 but under \$2,200	8.4	4.9	13.3	10.5	8.4	13.7	8.3	3.7	15.2	5.1	5.1	5.6
\$2,200 but under \$2,400	7.2	5.1	10.2	10.6	13.9	5.6	7.0	3.8	11.7	6.4	2.0	11.5
\$2,400 but under \$2,600	9.5	9.2	9.7	8.6	13.5	1.4	9.0	9.9	7.8	12.3	5.5	20.1
\$2,600 but under \$2,800	8.5	10.2	6.2	5.9	9.1	1.1	9.7	11.8	6.3	10.2	7.4	14.6
\$2,800 but under \$3,000	7.3	10.5	2.8	6.0	9.1	1.5	7.3	10.7	2.3	9.4	12.0	6.5
\$3,000 but under \$3,200	7.1	10.9	1.9	5.4	8.6	.6	8.0	12.5	1.4	6.8	8.5	5.0
\$3,200 but under \$3,400	5.0	8.1	.8	3.3	5.4	.1	5.2	8.6	.1	4.2	6.7	1.3
\$3,400 but under \$3,600	3.2	5.1	.5	2.6	4.3	-	3.1	5.1	.2	3.0	4.9	1.2
\$3,600 but under \$3,800	3.8	6.2	.3	.8	1.3	-	3.5	5.7	.4	3.1	5.5	1.0
\$3,800 but under \$4,000	2.5	4.2	.2	1.8	1.5	-	3.3	5.3	.3	2.6	4.4	.4
\$4,000 but under \$4,200	2.6	4.3	.2	1.6	3.1	-	3.4	5.4	.3	2.5	4.3	.6
\$4,200 but under \$4,400	1.6	2.5	.1	.7	1.1	-	1.5	2.7	.3	1.9	3.2	.3
\$4,400 but under \$4,600	1.5	2.5	.1	.7	1.2	-	.8	1.2	.3	1.8	2.6	.3
\$4,600 but under \$4,800 .....	.9	1.5	(2/)	.1	.1	-	.7	1.2	-	1.4	2.6	-
\$4,800 but under \$5,000 .....	.7	1.1	-	.3	.6	-	.3	.6	-	1.8	3.3	-
\$5,000 but under \$5,200 .....	.9	1.6	(2/)	.3	.5	-	.4	.7	-	1.4	2.6	-
\$5,200 but under \$5,400 .....	.5	.9	-	.1	.2	-	.5	.9	-	.5	1.0	-
\$5,400 but under \$5,600 .....	.3	.5	-	(2/)	(2/)	-	.1	.2	-	.6	1.2	-
\$5,600 but under \$5,800 .....	.1	.1	-	-	-	-	.1	.1	-	-	-	-
\$5,800 but under \$6,000	(2/)	.1	-	-	-	-	(2/)	(2/)	-	.1	.3	-
\$6,000 but under \$6,200 .....	.1	.1	-	-	-	-	.1	.1	-	.1	.3	-
\$6,200 but under \$6,400 .....	.1	.1	-	-	-	-	.1	.1	-	.1	.3	-
\$6,400 but under \$6,600 .....	.1	.1	-	-	-	-	.1	.1	-	.1	.3	-
\$6,600 but under \$6,800 .....	.1	.1	-	-	-	-	.1	.1	-	.1	.3	-
\$6,800 but under \$7,000 .....	.1	.1	-	-	-	-	.1	.1	-	.1	.3	-
\$7,000 and over .....	.1	.1	-	-	-	-	.1	.1	-	.1	.3	-
Average 3/	\$2,500	\$2,975	\$1,950	\$2,150	\$2,525	\$1,750	\$2,575	\$3,025	\$1,950	\$2,775	\$3,375	\$2,425

See footnotes at end of table.

TABLE 25.--Annual salaries of women library employees by region, 1949 1/- Continued

Annual salaries	Percent of employees in -									
	Southeast			Great Lakes			Middle West			Nonpro- fessional
	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	
All amounts	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1,000	1.6	0.4	3.4	0.7	0.4	1.2	3.0	4.2	1.3	1.3
\$1,000 but under \$1,200	2.5	.3	6.1	1.1	.4	2.1	2.8	1.4	4.8	4.8
\$1,200 but under \$1,400	7.2	1.9	15.7	2.8	1.3	4.9	8.7	5.3	13.5	13.5
\$1,400 but under \$1,600	7.5	2.1	16.2	6.2	1.8	12.2	9.7	2.3	20.1	20.1
\$1,600 but under \$1,800	10.2	5.1	18.7	8.9	2.0	17.9	9.0	5.9	13.3	13.3
\$1,800 but under \$2,000	13.2	6.6	24.0	9.0	3.2	16.6	12.3	6.3	20.9	20.9
\$2,000 but under \$2,200	7.7	8.0	7.2	8.5	4.1	14.4	8.5	5.9	12.3	12.3
\$2,200 but under \$2,400	3.3	4.3	1.6	8.2	5.1	12.2	6.3	7.9	3.9	3.9
\$2,400 but under \$2,600	9.7	13.7	3.7	7.2	7.2	7.2	10.3	14.2	6.1	6.1
\$2,600 but under \$2,800	7.2	5.6	3.4	8.5	11.2	4.9	5.9	8.8	1.8	1.8
\$2,800 but under \$3,000	5.7	9.3	-	7.4	10.6	3.1	5.5	9.3	-	-
\$3,000 but under \$3,200	8.3	13.1	.4	6.6	10.7	1.0	6.3	13.5	.5	.5
\$3,200 but under \$3,400	3.3	5.3	-	6.5	10.4	1.4	3.1	5.1	.2	.2
\$3,400 but under \$3,600	2.1	3.4	-	2.7	4.5	.3	2.6	3.7	1.1	1.1
\$3,600 but under \$3,800	4.1	6.6	-	4.4	7.4	.2	1.4	3.3	.2	.2
\$3,800 but under \$4,000	1.4	2.2	-	2.4	4.1	(2/)	1.3	2.3	-	-
\$4,000 but under \$4,200	1.8	2.9	-	2.0	3.5	(2/)	1.5	3.2	-	-
\$4,200 but under \$4,400 .....	.5	.8	-	1.7	2.9	(2/)	(2/)	.1	-	-
\$4,400 but under \$4,600 .....	.7	1.1	-	2.0	3.5	(2/)	.1	.2	-	-
\$4,600 but under \$4,800 .....	.3	.5	-	1.4	2.5	-	-	-	-	-
\$4,800 but under \$5,000 .....	.3	.5	-	.6	1.0	-	-	-	-	-
\$5,000 but under \$5,200 .....	.6	1.0	-	.4	.7	(2/)	(2/)	.1	-	-
\$5,200 but under \$5,400 .....	.7	1.1	-	.2	.4	-	-	-	-	-
\$5,400 but under \$5,600 .....	.1	.1	-	(2/)	.1	-	-	-	-	-
\$5,600 but under \$5,800	-	-	-	(2/)	(2/)	-	-	-	-	-
\$5,800 but under \$6,000	-	-	-	(2/)	(2/)	-	-	-	-	-
\$6,000 but under \$6,200	-	-	-	-	-	-	-	-	-	-
\$6,200 but under \$6,400	-	-	-	-	-	-	-	-	-	-
\$6,400 but under \$6,600	-	-	-	-	-	-	-	-	-	-
\$6,600 but under \$6,800	-	-	-	-	-	-	-	-	-	-
\$6,800 but under \$7,000	-	-	-	-	-	-	-	-	-	-
\$7,000 and over	(2/)	.1	-	-	(2/)	-	-	-	-	-
Average 1/	\$2,200	\$2,750	\$1,675	\$2,500	\$3,050	\$1,925	\$2,125	\$2,550	\$1,750	\$1,750

See footnotes at end of table.

TABLE 25.—Annual salaries of women library employees by region, 1949 1/2 — Continued

Annual salaries	Percent of employees in —								
	Southwest			Mountain			Pacific		
	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional
All amounts	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1,000	1.0	—	2.6	0.9	—	2.3	0.1	—	0.2
\$1,000 but under \$1,200	1.3	0.4	2.9	.9	1.4	—	.1	—	.1
\$1,200 but under \$1,400	4.9	2.1	9.6	4.0	1.4	8.3	.7	0.2	1.5
\$1,400 but under \$1,600	7.2	2.0	16.0	4.9	2.2	9.3	1.6	.2	3.6
\$1,600 but under \$1,800	10.6	3.1	22.9	7.2	1.7	16.3	2.1	.4	6.5
\$1,800 but under \$2,000	12.0	7.7	19.0	14.0	5.1	28.8	7.5	.9	16.9
\$2,000 but under \$2,200	9.8	9.7	10.1	7.0	2.4	14.7	10.0	2.6	21.0
\$2,200 but under \$2,400	6.5	7.7	4.6	4.7	4.0	6.0	8.1	2.6	15.9
\$2,400 but under \$2,600	10.4	10.8	9.5	11.1	14.9	4.8	10.2	5.0	17.5
\$2,600 but under \$2,800	6.5	9.3	1.9	4.7	6.2	2.1	10.2	11.7	8.1
\$2,800 but under \$3,000	6.7	10.8	—	8.1	11.8	1.9	7.6	10.1	4.0
\$3,000 but under \$3,200	6.0	9.5	.3	5.2	7.5	4.1	8.6	12.4	3.4
\$3,200 but under \$3,400	5.5	8.6	.3	4.7	7.5	.2	5.8	8.8	1.5
\$3,400 but under \$3,600	2.3	3.5	.3	5.0	7.7	.4	4.7	7.7	.3
\$3,600 but under \$3,800	2.9	4.7	—	4.8	7.6	.2	3.3	5.2	(2/)
\$3,800 but under \$4,000	1.6	2.5	—	3.4	5.4	.4	3.6	6.1	—
\$4,000 but under \$4,200	1.4	2.2	—	3.8	5.9	—	2.4	4.0	—
\$4,200 but under \$4,400	1.1	1.8	—	2.9	4.6	—	1.6	2.7	—
\$4,400 but under \$4,600 .....	.6	.9	—	1.3	2.1	—	.9	1.6	(2/)
\$4,600 but under \$4,800 .....	.1	.2	—	—	—	—	—	2.2	—
\$4,800 but under \$5,000 .....	.4	.6	—	—	1.6	—	1.3	4.1	—
\$5,000 but under \$5,400 .....	.6	1.0	—	1.0	—	—	.8	1.3	—
\$5,400 but under \$5,800 .....	.1	.1	—	.4	.6	—	.3	.5	—
\$5,800 but under \$6,200 .....	.5	.8	—	—	—	—	(2/)	.1	—
\$6,200 but under \$6,600	—	—	—	—	—	—	.2	.3	—
\$6,600 but under \$7,000	—	—	—	—	—	—	.5	.8	—
\$7,000 and over	—	—	—	—	—	—	—	—	—
Average 3/	\$2,275	\$2,750	\$1,750	\$2,500	\$2,975	\$1,875	\$2,775	\$3,275	\$2,225

1/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.
 2/ Less than 0.05 of 1 percent.
 3/ Median.

TABLE 26.—Annual salaries of non library employees in selected regions, 1949 1/

Annual salaries	Percent of employees in -									
	United States 2/				New England			Middle Atlantic		
	All positions	Pro- fessional	Nonpro- fessional	All positions	All positions	Pro- fessional	Nonpro- fessional	All positions	Pro- fessional	Nonpro- fessional
All amounts	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1,000	0.3	0.2	0.8	1.0	1.0	—	2.6	—	—	—
\$1,000 but under \$1,200 .....	.4	(3/)	.6	1.0	1.0	—	2.6	0.2	—	0.5
\$1,200 but under \$1,400	1.5	.4	4.1	4.0	4.0	—	12.0	1.9	—	5.8
\$1,400 but under \$1,600	3.2	.2	5.5	5.6	5.6	0.4	16.3	5.1	0.5	14.4
\$1,600 but under \$1,800	2.3	.2	6.2	4.9	4.9	—	11.7	3.4	—	10.4
\$1,800 but under \$2,000	5.2	.6	13.6	10.9	10.9	—	29.2	9.5	.9	26.7
\$2,000 but under \$2,200	6.2	1.4	15.0	14.1	14.1	1.9	7.8	6.1	.6	17.2
\$2,200 but under \$2,400	5.7	1.5	13.4	11.8	11.8	3.5	5.2	2.8	1.9	4.5
\$2,400 but under \$2,600	6.0	2.9	11.8	8.5	8.5	10.5	7.1	2.5	.9	5.8
\$2,600 but under \$2,800	6.6	5.6	8.3	6.1	6.1	5.4	1.3	4.2	5.7	2.0
\$2,800 but under \$3,000	5.8	5.2	5.6	2.2	2.2	2.7	—	4.2	12.1	.3
\$3,000 but under \$3,200	7.5	10.6	1.8	9.7	9.7	15.6	—	5.0	8.4	1.3
\$3,200 but under \$3,400	5.4	6.5	3.6	4.6	4.6	7.4	—	4.1	5.5	2.0
\$3,400 but under \$3,600	3.4	4.3	1.8	3.4	3.4	5.4	—	4.2	6.2	—
\$3,600 but under \$3,800	3.2	4.6	.7	1.2	1.2	1.9	—	6.0	3.7	.5
\$3,800 but under \$4,000	4.0	5.9	.6	2.4	2.4	3.9	—	2.7	3.9	.3
\$4,000 but under \$4,200	2.8	4.1	.4	3.6	3.6	5.8	—	1.8	2.8	—
\$4,200 but under \$4,400	2.6	3.5	.9	3.4	3.4	5.4	—	2.7	3.5	—
\$4,400 but under \$4,600	3.2	5.0	.1	5.1	5.1	8.1	—	1.5	2.3	—
\$4,600 but under \$4,800	2.1	3.3	—	.7	.7	1.2	—	1.1	1.4	.5
\$4,800 but under \$5,000	2.6	3.8	.4	.5	.5	.8	—	3.6	1.4	.5
\$5,000 but under \$5,200	4.5	6.5	.3	.2	.2	.4	—	1.1	5.2	.5
\$5,200 but under \$5,400	3.0	4.5	.1	1.7	1.7	2.7	—	1.1	1.6	—
\$5,400 but under \$5,600	3.0	4.5	.3	3.4	3.4	5.4	—	3.4	5.2	—
\$5,600 but under \$5,800	2.0	3.1	—	—	—	—	—	1.2	1.8	—
\$5,800 but under \$6,000	1.2	1.7	.1	—	—	—	—	1.7	2.5	—
\$6,000 but under \$6,200	6.3	9.4	.5	5.1	5.1	8.1	—	2.0	11.8	—
\$6,200 but under \$6,400	6.3	9.4	.5	5.1	5.1	8.1	—	2.0	11.8	—
\$6,400 but under \$6,600	6.3	9.4	.5	5.1	5.1	8.1	—	2.0	11.8	—
\$6,600 but under \$6,800	6.3	9.4	.5	5.1	5.1	8.1	—	2.0	11.8	—
\$6,800 but under \$7,000	6.3	9.4	.5	5.1	5.1	8.1	—	2.0	11.8	—
\$7,000 and over	6.3	9.4	.5	5.1	5.1	8.1	—	2.0	11.8	—
Average 4/	\$3,175	\$3,975	\$2,225	\$2,775	\$3,450	\$1,825	\$3,175	\$3,900	\$1,900	\$1,900

See footnotes at end of table.

TABLE 26.--Annual salaries of non library employees in selected regions, 1949 1/ - Continued

Annual salaries	Percent of employees in -											
	Border States			Southeast			Great Lakes			Pacific		
	All	Pro- fessional	Nonpro- fessional	All	Pro- fessional	Nonpro- fessional	All	Pro- fessional	Nonpro- fessional	All	Pro- fessional	Nonpro- fessional
	positions	positions	positions	positions	positions	positions	positions	positions	positions	positions	positions	positions
All amounts	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1,000	-	-	-	-	-	-	-	-	-	-	-	-
\$1,000 but under \$1,200	-	-	-	-	-	-	-	-	-	-	-	-
\$1,200 but under \$1,400	0.2	-	0.5	7.0	-	-	0.9	0.2	2.8	0.2	-	0.8
\$1,400 but under \$1,600	1.6	-	1.5	5.9	-	-	2.1	-	8.1	-	-	7.2
\$1,600 but under \$1,800	3.2	1.0	5.4	5	0.7	-	2.8	2	6.5	1.8	-	7.2
\$1,800 but under \$2,000	7.2	2.2	12.4	3.8	0.7	-	6.1	1.2	10.4	5.7	-	19.2
\$2,000 but under \$2,200	12.1	1.3	22.7	1.6	0.7	-	3.5	1.5	20.5	1.2	-	4.8
\$2,200 but under \$2,400	10.3	1	20.3	6.5	7.9	-	4.2	4.1	4.3	6.5	-	20.8
\$2,400 but under \$2,600	8.7	5.2	12.2	2.2	2.6	-	2.9	2.0	5.7	8.9	10.5	4.0
\$2,600 but under \$2,800	7.2	4.4	10.0	3.8	4.6	-	8.3	10.2	2.8	6.9	6.6	8.0
\$2,800 but under \$3,000	2.8	4.0	1.7	14.7	18.0	-	9.2	10.0	6.6	10.2	12.9	2.4
\$3,000 but under \$3,200	4.4	5.3	3.5	8.1	9.9	-	5.9	4.6	9.5	7.7	9.7	1.6
\$3,200 but under \$3,400	3.5	5.2	1.8	5	-	-	3.1	4.0	5	3.4	1.8	8.0
\$3,400 but under \$3,600	3.2	5.0	1.4	3.8	4.6	-	4.4	5.6	9	2.0	2.4	8
\$3,600 but under \$3,800	2.3	3.7	0.9	1.6	2.0	-	4.9	6.4	5	5.1	6.3	1.6
\$3,800 but under \$4,000	2.6	5.2	-	1.6	2.0	-	3.5	4.1	1.9	3.6	4.2	1.6
\$4,000 but under \$4,200	2.2	2.7	1.8	1.1	1.3	-	3.2	4.3	-	4.4	5.3	1.6
\$4,200 but under \$4,400	3.7	7.5	-	8.1	9.9	-	1.6	2.1	-	8	8	-
\$4,400 but under \$4,600	3.8	7.7	-	-	-	-	2.1	2.8	-	2.6	3.4	-
\$4,600 but under \$4,800	3.7	6.8	0.6	-	-	-	2.2	3.0	-	4.2	5.5	-
\$4,800 but under \$5,000	3.7	7.3	-	9.7	12.0	-	6.1	7.9	9	7.3	7.4	7.2
\$5,000 but under \$5,400	2.9	5.8	-	5.4	6.6	-	3.2	4.1	5	4.4	5.8	-
\$5,400 but under \$5,800	3.0	5.9	-	6.5	6.6	-	3.9	4.9	9	8	8	8
\$5,800 but under \$6,200	2.0	4.0	-	5.4	6.6	-	2.2	3.0	-	1.2	1.6	-
\$6,200 but under \$6,600	0.7	1.3	-	1.6	2.0	-	1.2	1.3	9	1.2	1.6	-
\$6,600 but under \$7,000	4.3	8.4	-	2.2	2.6	-	9.9	12.0	4.3	7.5	10.0	-
\$7,000 and over												
Average 1/	\$2,975	\$4,475	\$2,425	\$3,275	\$3,975	\$3,475	\$3,475	\$3,975	\$2,175	\$3,350	\$3,875	\$2,525

1/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

2/ Includes data for regions not shown separately.

3/ Less than 0.05 of 1 percent.

4/ Median.

TABLE 27. --Average 1/ annual salaries of professional library employees by amount of professional education and sex, 1949 2/

Amount of professional library education	Average 1/ annual salaries of -		
	All pro- fessional employees	Men	Women
All professional employees	\$3,050	\$3,975	\$2,975
Some professional education	3,175	3,925	3,100
Public library training class 3/	2,650	3,475	2,625
Less than 24 semester hours	2,850	3,300	2,800
24 semester hours to 1 full year taken as part of a four year college course	3,025	3,475	3,000
24 semester hours to 1 full year taken in addition to a 4 year college course	3,100	3,575	3,075
24 semester hours to 1 full year not taken as part of or in addition to a 4 year college course	3,150	4,250	3,100
More than 1 but less than 2 full years	3,350	3,925	3,275
2 or more years	4,025	5,100	3,775
Other	2,775	4,825	2,675
No professional education	2,700	4,300	2,450

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ Includes short summer course for library workers.

TABLE 28.—Average 1/ annual salaries of professional library employees by amount of general education and sex, 1949 2/

Amount of general education	Average 1/ annual salaries of -		
	All pro- fessional employees	Men	Women
All amounts	\$3,050	\$3,975	\$2,975
High school diploma or less	2,500	3,150	2,450
College education of 2 years or less	2,725	3,300	2,700
Over 2 but less than 4 years of college	2,875	3,325	2,875
4 years of college	3,025	3,750	3,000
Less than 1 year of graduate study	3,150	3,975	3,100
1 year of graduate study	3,250	3,925	3,200
More than 1 year of graduate study	3,700	4,600	3,400

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

TABLE 29.---Average 1/ annual salaries of professional library employees by amount of professional library education and type of library, 1949 2/

Amount of professional library education	Average <u>1</u> / annual salaries in -						
	All libraries 3/	Public libraries	4 year colleges or universities	2 or 3 year colleges	Secondary schools	Elementary schools	Business organizations
All professional employees	\$3,050	\$2,825	\$3,050	\$2,925	\$3,600	\$3,675	\$3,575
Some professional education	3,175	3,000	3,075	3,050	3,650	3,750	3,625
Public library training class <u>4</u> /	2,650	2,575	2,725	(<u>5</u> /)	3,375	(<u>5</u> /)	2,850
Less than 24 semester hours	2,850	2,475	2,700	(<u>5</u> /)	3,200	3,875	3,225
24 semester hours to 1 full year taken as part of a 4 year college course .	3,025	2,875	2,825	(<u>5</u> /)	3,300	3,550	(<u>5</u> /)
24 semester hours to 1 full year taken in addition to a 4 year college course	3,100	3,025	3,000	3,050	3,650	3,775	3,625
24 semester hours to 1 full year not taken as part of or in addition to a 4 year college course	3,150	3,050	3,125	(<u>5</u> /)	3,325	(<u>5</u> /)	(<u>5</u> /)
More than 1 but less than 2 full years	3,350	3,100	3,275	3,225	3,900	(<u>5</u> /)	(<u>5</u> /)
Two or more years	4,025	3,550	4,000	4,500	4,000	(<u>5</u> /)	(<u>5</u> /)
Other professional education	2,775	2,225	2,700	(<u>5</u> /)	(<u>5</u> /)	(<u>5</u> /)	(<u>5</u> /)
No professional education	2,700	2,175	2,500	2,425	2,275	(<u>5</u> /)	3,225

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ Includes data for types of libraries not shown separately.

4/ Includes short summer course for library workers.

5/ Insufficient data to justify presentation of average.

TABLE 30.—Average 1/ annual salaries of library employees by experience, 1949 2/

Amount of experience 3/	Average 1/ annual salary of -	
	Professional employees	Nonprofessional employees
All amounts	\$3,050	\$1,975
Less than 1 year		
1 - 2 years	2,575	1,850
3 - 4 years	2,725	1,925
5 - 9 years	2,850	2,000
10 - 14 years	3,050	2,150
15 - 19 years	3,250	2,175
20 - 29 years	3,350	2,425
30 or more years	3,400	2,425
	3,775	2,550

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

3/ Professional library experience for professional workers; nonprofessional library experience for nonprofessional workers.

TABLE 31. --Average 1/ annual salaries of library employees by length of service with present employer, 1949 2/

Length of service with present employer	Average 1/ annual salary of -	
	Professional employees	Nonprofessional employees
All amounts	\$3, 050	\$1, 975
Less than 1 year		
1 - 2 years	2, 800	1, 850
3 - 4 years	2, 875	1, 950
5 - 9 years	3, 025	2, 025
10 - 14 years	3, 075	2, 150
15 - 19 years	3, 325	2, 175
20 - 29 years	3, 350	2, 475
30 or more years	3, 325	2, 425
	3, 350	2, 350

1/ Median.

2/ Annual salaries reported in January 1949. Salaries do not include cash equivalent of any maintenance provided by employer.

TABLE 32.—Scheduled weekly hours of library employees by region, 1949

Scheduled weekly hours	Percent of professional employees									
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
All schedules	100	100	100	100	100	100	100	100	100	100
Less than 35 hours	4	5	5	3	5	5	5	2	5	3
35 - 37½ hours	17	36	28	6	9	14	10	6	16	12
38 - 39 hours	21	19	28	15	21	21	17	21	27	13
40 hours	47	31	37	73	48	47	42	35	39	68
41 - 42 hours	5	4	1	1	11	9	13	14	8	1
43 - 44 hours	3	2	(1/)	2	2	2	10	15	3	1
Over 44 hours	2	1	(1/)	(1/)	3	1	2	7	1	1
Other schedules	1	2	1	(1/)	1	1	1	-	1	1
Percent of nonprofessional employees										
All schedules	100	100	100	100	100	100	100	100	100	100
Less than 35 hours	2	3	3	(1/)	3	3	4	4	3	1
35 - 37½ hours	15	39	28	4	12	10	4	2	5	9
38 - 39 hours	17	17	25	11	29	16	8	9	24	11
40 hours	57	39	41	79	34	58	58	28	56	77
41 - 42 hours	5	1	1	4	11	10	6	21	9	1
43 - 44 hours	3	1	1	1	9	2	19	23	3	1
45 - 47 hours	1	-	1	(1/)	1	1	(1/)	6	-	(1/)
48 or more hours	(1/)	-	(1/)	1	-	(1/)	-	7	-	(1/)
Other schedules	(1/)	-	(1/)	-	1	(1/)	-	(1/)	-	(1/)

1/ Less than 0.5 of 1 percent.

TABLE 33.—Scheduled weekly hours of library employees by type of library, 1949

Scheduled weekly hours	All libraries 1/	Public libraries	4 year colleges or universities	2 or 3 year colleges	Secondary schools	Elementary schools	Business organizations
Percent of professional employees							
All schedules	100	100	100	100	100	100	100
Less than 35 hours	4	4	2	2	18	25	2
35 - 37½ hours	17	13	14	23	52	46	32
38 - 39 hours	21	18	40	17	7	6	9
40 hours	47	55	33	30	20	18	55
41 - 42 hours	5	8	5	14	2	1	2
43 - 44 hours	3	1	3	6	1	3	-
Over 44 hours	2	1	2	7	(2/)	(2/)	-
Other schedules	1	(2/)	1	1	(2/)	(2/)	-
Percent of nonprofessional employees							
All schedules	100	100	100	100	100	100	100
Less than 35 hours	2	2	1	5	15	17	1
35 - 37½ hours	15	10	19	41	21	4	31
38 - 39 hours	17	14	30	15	2	27	5
40 hours	57	63	36	29	55	52	63
41 - 42 hours	5	7	5	10	4	-	-
43 - 44 hours	3	2	8	-	2	-	-
Over 44 hours	1	2	1	-	1	-	-
Other schedules	(2/)	(2/)	(2/)	-	-	-	-

1/ Includes data for types of libraries not shown separately.

2/ Less than 0.5 of 1 percent.

TABLE 34.--Scheduled weekly hours of employees in public libraries by region, 1949

Scheduled weekly hours	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
Percent of professional employees										
All schedules	100	100	100	100	100	100	100	100	100	100
Less than 35 hours ...	4	7	3	2	4	4	7	2	7	2
35 - 37½ hours	13	37	18	2	6	8	10	3	15	6
38 - 39 hours	18	16	27	12	14	15	9	14	23	16
40 hours	55	36	51	80	60	55	52	31	39	73
41 - 42 hours	8	3	1	1	11	16	20	20	11	1
43 - 44 hours	1	1	(1/)	2	2	1	2	20	2	(1/)
Over 44 hours	1	-	(1/)	1	3	1	(1/)	10	2	2
Other schedules	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)	-	-	1	-
Percent of nonprofessional employees										
All schedules	100	100	100	100	100	100	100	100	100	100
Less than 35 hours ...	2	5	1	-	6	3	4	5	6	(1/)
35 - 37½ hours	10	30	14	4	14	6	5	1	14	6
38 - 39 hours	14	7	24	5	17	13	6	8	9	14
40 hours	63	57	58	90	47	61	69	31	70	78
41 - 42 hours	7	1	1	-	12	15	7	24	1	1
43 - 44 hours	2	-	(1/)	1	2	1	7	15	-	1
Over 44 hours	2	-	1	-	2	1	2	15	-	-
Other schedules	(1/)	-	1	-	-	(1/)	-	1	-	-

1/ Less than 0.5 of 1 percent.

TABLE 35.—Days worked each week by library employees by region, 1949

Days worked weekly	Percent of professional employees									
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
All schedules	100	100	100	100	100	100	100	100	100	100
Less than 5 days ..	1	(1/)	1	1	1	1	(1/)	(1/)	1	1
5 days	56	48	64	64	30	55	41	31	48	77
5½ days	31	38	29	28	48	31	34	56	29	16
6 days	10	13	5	5	17	11	22	11	20	5
6½ days	1	1	(1/)	1	3	1	2	2	1	(1/)
7 days	1	(1/)	1	1	1	1	1	(1/)	1	1
Percent of nonprofessional employees										
All schedules	100	100	100	100	100	100	100	100	100	100
Less than 5 days ..	1	-	1	1	2	(1/)	-	(1/)	-	1
5 days	58	44	59	67	36	59	48	26	58	81
5½ days	32	46	33	28	46	32	35	57	30	13
6 days	7	8	4	3	12	7	16	16	10	4
6½ days	1	1	1	1	3	1	1	1	2	(1/)
7 days	1	1	2	(1/)	1	1	(1/)	-	(1/)	1

1/ Less than 0.5 of 1 percent.

TABLE 36.—Days worked each week by professional library employees by type of library, 1949

Days worked weekly	Percent of professional employees in -					
	All libraries	Public libraries	Colleges and universities ^{2/}	Elementary and secondary schools	Business organizations	Other
All schedules	100	100	100	100	100	100
Less than 5 days	1	(1/)	1	(1/)	-	1
5 days	56	53	34	94	95	78
5½ days	31	30	53	3	2	17
6 days	10	15	9	2	1	3
6½ days	1	1	2	1	-	1
7 days	1	1	1	(1/)	2	(1/)

^{1/} Less than 0.5 of 1 percent.

^{2/} Includes 2, 3 and 4 year colleges and universities.

TABLE 37.—Days worked each week by employees in public libraries by region, 1949

Days worked weekly	Percent of professional employees								Mountain	Pacific
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west		
All schedules	100	100	100	100	100	100	100	100	100	100
Less than 5 days	(1/)	(1/)	(1/)	1	(1/)	(1/)	(1/)	1	3	(1/)
5 days	53	57	62	32	36	54	42	20	35	71
5½ days	30	26	30	55	40	29	18	59	21	19
6 days	15	17	8	8	21	15	38	17	41	8
6½ days	1	(1/)	(1/)	2	2	1	(1/)	1	-	1
7 days	1	(1/)	(1/)	2	1	1	2	2	(1/)	1
Percent of nonprofessional employees										
All schedules	100	100	100	100	100	100	100	100	100	100
Less than 5 days	1	-	(1/)	-	4	1	-	-	-	1
5 days	56	53	59	36	53	57	57	25	52	76
5½ days	31	34	34	53	30	30	22	45	25	16
6 days	10	11	5	7	12	10	21	29	23	6
6½ days	1	1	1	3	-	1	-	1	-	(1/)
7 days	1	1	1	1	1	1	(1/)	-	-	1

1/ Less than 0.5 of 1 percent.

TABLE 38.—Days worked each week by employees in public libraries by size of library, 1949

Days worked weekly	Library systems with employment of -					
	All amounts	500 or more	100 - 499	50 - 99	25 - 49	10 - 24
	100	100	100	100	100	100
Percent of professional employees						
All schedules	100	100	100	100	100	100
Less than 5 days ..	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)
5 days	53	71	62	64	63	44
5½ days	30	26	32	31	27	42
6 days	15	3	5	4	9	13
6½ days	1	(1/)	(1/)	(1/)	1	1
7 days	1	(1/)	1	1	(1/)	(1/)
Percent of nonprofessional employees						
All schedules	100	100	100	100	100	100
Less than 5 days ..	1	(1/)	(1/)	1	(1/)	(1/)
5 days	56	71	60	63	66	47
5½ days	31	23	35	31	25	36
6 days	10	5	3	3	8	14
6½ days	1	1	1	1	1	1
7 days	1	(1/)	1	1	(1/)	(1/)

1/ Less than 0.5 of 1 percent.

TABLE 39.---Days worked each week by library employees by employer, 1949

Days worked weekly	Percent of professional employees						School district	Non-governmental agency
	All libraries	Federal government	State government	County government	Municipal government			
All schedules	100	100	100	100	100	100	100	100
Less than 5 days ..	1	(1/)	1	(1/)	(1/)	1	1	1
5 days	56	96	35	54	60	85	45	45
5½ days	31	2	52	33	26	10	42	42
6 days	10	1	8	12	13	4	10	10
6½ days	1	-	3	1	(1/)	(1/)	1	1
7 days	1	1	1	(1/)	1	(1/)	1	1
Percent of nonprofessional employees								
All schedules	100	100	100	100	100	100	100	100
Less than 5 days ..	1	2	(1/)	1	1	(1/)	(1/)	(1/)
5 days	58	95	43	61	57	70	50	50
5½ days	32	2	51	29	30	22	42	42
6 days	7	-	3	9	10	8	6	6
6½ days	1	-	2	(1/)	1	(1/)	1	1
7 days	1	1	1	(1/)	1	(1/)	1	1

1/ Less than 0.5 of 1 percent.

TABLE 40.—Evening work of library employees by region, 1949

Number of evenings worked in week	United States	New England	Middle Atlantic	Border States	South- east	Great Lakes	Middle West	South- west	Mountain	Pacific
	Percent of professional employees									
All schedules	100	100	100	100	100	100	100	100	100	100
Some evening work	45	58	48	28	48	53	58	39	45	42
1	15	17	16	10	23	16	17	21	12	12
2	20	27	22	10	18	24	24	9	19	21
3	7	10	8	6	4	8	10	5	6	6
4	1	(1/)	1	1	1	2	1	2	1	1
5 or more	2	4	1	1	2	3	6	2	7	2
No evening work	55	42	52	72	52	47	42	61	55	58
Percent of nonprofessional employees										
All schedules	100	100	100	100	100	100	100	100	100	100
Some evening work	34	41	36	16	30	43	48	27	29	35
1	11	12	12	3	13	14	18	16	12	11
2	16	21	17	7	11	20	20	7	15	16
3	5	6	5	4	3	6	5	1	2	6
4	1	(1/)	1	1	1	1	(1/)	1	-	2
5 or more	1	2	1	1	2	2	5	2	-	(1/)
No evening work	66	59	64	84	70	57	52	73	71	65

1/ Less than 0.5 of 1 percent.

TABLE 41.—Evening work of library employees in selected types of libraries, 1949

Number of evenings worked in week	All libraries 1/	Public libraries	4 year colleges or universities	2 or 3 year colleges
	Percent of professional employees			
	100	100	100	100
All schedules				
Some evening work	45	73	40	36
1	15	15	25	14
2	20	38	11	13
3	7	14	2	4
4	1	2	1	3
5 or more	2	4	1	2
No evening work	55	27	60	64
Percent of nonprofessional employees				
All employees	100	100	100	100
Some evening work	34	54	25	14
1	11	13	16	12
2	16	28	7	2
3	5	10	1	-
4	1	1	1	-
5 or more	1	2	(2/)	-
No evening work	66	46	75	86

1/ Includes data for types of libraries not shown separately.

2/ Less than 0.5 of 1 percent.

TABLE 42.—Pay for Sunday work of library employees by region, 1949

Rate of pay for Sunday work	Percent of professional employees								Mountain	Pacific
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west		
All employees	100	100	100	100	100	100	100	100	100	100
Sometimes work Sundays	29	23	27	25	36	28	32	22	41	33
No compensatory time off or additional pay ..	6	6	5	6	6	6	9	9	15	5
Equivalent time off	16	11	15	14	27	16	15	10	21	15
Time and a half off	1	(1)	(1)	(1)	1	(1)	1	(1)	1	3
Additional pay at regular rate	1	1	1	1	2	1	3	1	1	1
Additional pay at time and a half regular rate	3	4	3	3	(1)	2	1	1	1	9
Other arrangements	2	1	3	1	(1)	3	3	1	2	(1)
Never required to work Sunday	71	77	73	75	64	72	68	78	59	67
Percent of nonprofessional employees										
All employees	100	100	100	100	100	100	100	100	100	100
Sometimes work Sundays	24	23	25	21	15	23	35	18	24	36
No compensatory time off or additional pay ..	3	2	2	1	4	2	5	8	7	3
Equivalent time off	13	15	12	11	10	17	14	8	17	14
Time and a half off	1	1	1	1	(1)	(1)	1	(1)	-	4
Additional pay at regular rate	1	1	3	1	1	1	4	1	-	1
Additional pay at time and a half regular rate	5	3	5	6	(1)	2	3	1	(1)	14
Other arrangements	1	1	2	1	(1)	1	8	(1)	(1)	2
Never required to work Sunday	76	77	75	79	85	77	65	82	76	62

1/ Less than 0.5 of 1 percent.

TABLE 45.—Pay for overtime work of library employees by type of library, 1949

Rate of pay for overtime work	All libraries 1/	Public libraries	4 year colleges or universities	2 or 3 year colleges	Secondary schools	Elementary schools	Business organizations
All employees	100	100	100	100	100	100	100
Sometimes work overtime	44	47	47	40	23	18	47
No compensatory time off or additional pay	10	8	11	25	17	15	14
Equivalent time off	26	32	29	11	3	2	7
Time and a half off	1	1	1	(2)	1	(2)	-
Additional pay at regular rate	1	1	1	(2)	1	1	-
Additional pay at time and a half regular rate	4	4	1	(2)	1	1	4
Other arrangements	2	1	4	(2)	(2)	-	19
Never required to work overtime	56	53	53	60	77	82	53
Percent of nonprofessional employees							
All employees	100	100	100	100	100	100	100
Sometimes work overtime	39	42	38	22	46	20	48
No compensatory time off or additional pay	3	3	4	-	7	6	2
Equivalent time off	25	30	29	15	22	-	2
Time and a half off	1	(2)	1	1	1	10	6
Additional pay at regular rate	2	2	1	-	5	1	3
Additional pay at time and a half regular rate	7	6	1	5	8	3	35
Other arrangements	1	1	2	1	3	-	-
Never required to work overtime	61	58	62	78	54	80	52

1/ Includes data for types of libraries not shown separately.

2/ Less than 0.5 of 1 percent.

TABLE 46.—Split schedules of library employees by region, 1949

Number of days in week on which split schedules were worked 1/	Percent of professional employees						Percent of nonprofessional employees					
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific		
All schedules	100	100	100	100	100	100	100	100	100	100		
Some split schedules	16	24	12	10	35	17	25	27	19	13		
1 day	6	9	4	4	12	6	6	14	7	5		
2 days	4	4	3	3	10	4	6	6	5	4		
3 days	2	3	2	1	6	2	5	1	5	1		
4 days	1	2	1	1	3	1	2	1	(2/)	1		
5 or more days	3	6	2	1	4	4	6	5	2	2		
No split schedules	84	76	88	90	65	83	75	73	81	87		
All schedules	100	100	100	100	100	100	100	100	100	100		
Some split schedules	12	14	9	5	21	13	18	18	13	10		
1 day	5	5	5	1	11	5	6	7	5	6		
2 days	3	4	2	2	7	3	4	4	4	2		
3 days	1	1	1	1	2	1	1	3	2	(2/)		
4 days	1	1	(2/)	1	(2/)	1	2	-	-	1		
5 or more days	2	3	1	(2/)	1	3	5	4	2	1		
No split schedules	88	86	91	95	79	87	82	82	87	90		

1/ Limited to schedules divided by at least 2 hours off duty (including meal periods).

2/ Less than 0.5 of 1 percent.

TABLE 47.--Length of workyear ^{1/} of school and college professional library employees, 1949

Length of workyear ^{1/}	Percent of professional employees in -			
	4 year colleges or universities	2 or 3 year colleges	Secondary schools	Elementary schools
All workyears	100	100	100	100
Less than 35 weeks	(2/)	-	(2/)	-
35 - 36 weeks	2	15	12	6
37 - 38 weeks	2	12	13	18
39 - 40 weeks	2	15	40	50
41 - 42 weeks	2	2	18	8
43 - 44 weeks	4	5	8	1
45 - 46 weeks	4	8	1	2
47 or more weeks	84	43	8	15

^{1/} Includes holidays and vacations during the school year. Includes summer school only if it is worked for the salaries reported in this study.

^{2/} Less than 0.5 of 1 percent.

TABLE 48.—Annual paid vacations provided library employees, 1949

Amount of paid vacation provided annually	Percent of employees	
	Professional	Nonprofessional
All employees	100	100
Receiving some paid vacation	96	98
1 workweek	1	2
2 workweeks	18	39
3 workweeks	13	19
4 workweeks or 1 month	38	18
5 workweeks	12	12
Over 5 workweeks	6	2
Other amounts	8	6
Not receiving paid vacations	4	2

TABLE 49.—Annual paid sick leave provided library employees, 1949

Amount of sick leave provided annually	Percent of employees	
	Professional	Nonprofessional
All employees	100	100
Receiving some paid sick leave	93	93
Amount subject to discretion of chief		
librarian or board	17	12
5 - 6 workdays	5	6
10 - 12 workdays	37	40
15 - 18 workdays	17	21
20 or more workdays	9	8
Other amounts	8	6
Not receiving paid sick leave	7	7

TABLE 50.—Annual paid sick leave provided professional library employees by type of library, 1949

Amount of sick leave provided annually	Percent of employees in -					Business organizations
	All libraries 1/	Public libraries	4 year colleges or uni- versities	2 or 3 year colleges	Secondary and elementary schools	
All employees	100	100	100	100	100	100
Receiving some paid sick leave	92	92	94	89	85	88
5-6 work days	7	9	3	26	29	8
10-12 work days	35	49	32	13	35	21
15-18 work days	14	11	8	1	1	4
20 or more work days	8	7	13	11	2	12
Other amount	7	6	7	6	7	9
Amount subject to dis- cretion of chief librar- ian or board	21	10	31	32	11	34
Not receiving paid sick leave	8	8	6	11	15	12

1/ Includes data for types of libraries not shown separately.

TABLE 51.—Retirement pension plans ^{1/} for library employees by region, 1949

Type of plan	Percent of professional employees -									
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
All employees	100	100	100	100	100	100	100	100	100	100
Covered by some plan	77	74	80	81	66	82	59	66	69	82
Social Security and other retirement plan	3	1	5	2	1	2	3	(2/)	1	5
Retirement plan other than Social Security	72	72	71	77	63	79	44	62	68	75
Social Security only	2	1	4	2	2	1	12	4	(2/)	2
Not covered by plan	23	26	20	19	34	18	41	34	31	18
Total covered by Social Security, with or without other retirement plan	5	2	9	4	3	3	15	4	1	7
Total covered by other retirement plans, with or without Social Security	75	73	76	79	64	81	47	62	69	80
Percent of nonprofessional employees -										
All employees	100	100	100	100	100	100	100	100	100	100
Covered by some plan	69	71	68	79	46	76	46	50	56	75
Social Security and other retirement plan	5	2	7	6	1	4	4	4	4	5
Retirement plan other than Social Security	59	68	55	69	38	69	22	42	50	65
Social Security only	5	1	6	4	7	3	20	4	2	5
Not covered by plan	31	29	32	21	54	24	54	50	44	25
Total covered by Social Security, with or without other retirement plan	10	3	13	10	8	7	24	8	6	10
Total covered by other retirement plans, with or without Social Security	64	70	62	75	39	73	26	46	54	70

^{1/} Paid for in whole or in part by employer.^{2/} Less than 0.5 of 1 percent.

TABLE 52.--Retirement pension plans 1/ for library employees by type of library, 1949

Type of plan	All libraries 2/	Public libraries	4 year colleges	2 or 3 year colleges	Secondary schools	Elementary schools	Business organi- zations
Percent of professional employees							
All employees	100	100	100	100	100	100	100
Covered by some plan	77	71	69	64	89	85	96
Social Security and other retirement plan ..	3	1	1	4	1	2	63
Retirement plan other than Social Security ..	72	68	64	58	88	83	5
Social Security only	2	2	4	2	(3/)	(3/)	28
Not covered by plan	23	29	31	36	11	15	4
Total covered by Social Security, with or without other retirement plan	5	3	5	6	1	2	91
Total covered by other retirement plans, with or without Social Security	75	69	65	62	89	85	68
Percent of nonprofessional employees							
All employees	100	100	100	100	100	100	100
Covered by some plan	69	73	77	52	86	71	96
Social Security and other retirement plan ..	5	1	1	10	4	3	64
Retirement plan other than Social Security ..	59	71	75	35	81	65	6
Social Security only	5	1	1	7	1	3	26
Not covered by plan	31	27	23	48	14	29	4
Total covered by Social Security, with or without other retirement plan	10	2	2	17	5	6	90
Total covered by other retirement plans, with or without Social Security	64	72	76	45	85	68	70

1/ Paid for in whole or in part by employer.
2/ Includes data for categories not shown separately.
3/ Less than 0.5 of 1 percent.

TABLE 53.—Insurance plans 1/ for library employees, by region, 1949

Type of plan	Percent of professional employees -										Percent of nonprofessional employees -									
	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Covered by some plan	25	28	37	10	26	30	9	26	33	16	25	34	32	9	16	33	13	20	33	15
Accident 2/ only	4	7	6	1	2	4	2	3	4	7	4	7	5	1	3	3	4	3	5	4
Hospitalization only	5	3	9	3	5	5	1	2	3	2	5	3	7	3	4	5	2	(3/)	3	1
Life only	7	11	10	2	4	8	2	1	7	2	7	17	11	1	1	9	1	9	4	3
Accident 2/ and hospitalization	2	(3/)	5	1	(3/)	1	(3/)	1	(3/)	1	2	(3/)	2	(3/)	1	2	2	2	2	3
Accident 2/ and life	2	5	2	(3/)	7	5	2	2	4	2	2	9	2	1	5	5	2	1	10	2
Accident 2/ and hospitalization and life	2	1	2	1	2	2	2	2	2	1	2	(3/)	1	1	2	3	2	1	1	(3/)
Hospitalization and life	3	1	3	2	6	5	1	1	8	(3/)	3	(3/)	4	2	2	6	1	4	1	2
Not covered by plan	75	72	63	90	74	70	91	74	67	84	75	66	68	91	84	67	87	80	67	85
Accident 2/ regardless of other benefits	10	13	15	3	11	12	5	9	15	12	10	16	10	3	9	13	9	7	25	11
Hospitalization, regardless of other benefits	12	5	19	7	20	13	5	6	22	6	12	5	19	7	12	16	6	7	22	5
Life, regardless of other benefits	14	18	17	5	17	20	5	18	19	5	14	18	18	4	8	23	6	15	17	8
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Covered by some plan	25	34	32	9	16	33	13	20	33	15	25	34	32	9	16	33	13	20	33	15
Accident 2/ only	4	7	5	1	3	3	2	3	4	4	4	7	5	1	3	3	4	3	5	4
Hospitalization only	4	1	7	3	4	5	1	2	3	2	5	3	7	3	4	5	2	(3/)	3	1
Life only	7	17	11	1	1	9	1	1	7	2	7	17	11	1	1	9	1	9	4	3
Accident 2/ and hospitalization	2	(3/)	2	1	1	2	2	2	2	2	2	(3/)	2	(3/)	1	2	2	2	2	3
Accident 2/ and life	3	9	2	(3/)	5	5	2	2	4	2	2	9	2	1	5	5	2	1	10	2
Accident 2/ and hospitalization and life	2	(3/)	1	1	2	3	2	2	2	1	2	(3/)	1	1	2	3	2	1	1	(3/)
Hospitalization and life	3	(3/)	4	2	2	6	1	4	8	(3/)	3	(3/)	4	2	2	6	1	4	1	2
Not covered by plan	75	66	68	91	84	67	87	80	67	85	75	66	68	91	84	67	87	80	67	85
Accident 2/ regardless of other benefits	11	16	10	3	9	13	9	7	25	11	11	16	10	3	9	13	9	7	25	11
Hospitalization, regardless of other benefits	11	1	14	7	12	16	6	7	22	5	11	1	14	7	12	16	6	7	22	5
Life, regardless of other benefits	15	26	18	4	8	23	6	15	17	8	15	26	18	4	8	23	6	15	17	8

1/ Paid for in whole or in part by employer.

2/ Or accident and health.

3/ Less than 0.5 of 1 percent.

TABLE 4a.—Insurance plans for library $\frac{1}{2}$ employees by type of library, 1949

Type of plan	Percent of professional employees						Percent of nonprofessional employees					
	All libraries 2/	Public libraries	4 year colleges or universities	2 or 3 year colleges	Secondary schools	Elementary schools	Business organizations					
All employees	100	100	100	100	100	100	100					
Covered by some plan	25	21	35	23	18	17	76					
Accident 1/2 only	4	8	2	4	4	5	7					
Hospitalization only	5	4	5	3	4	1	24					
Life only	7	2	15	6	3	(4/)	3					
Accident 1/2 and hospitalization	2	2	2	2	3	3	14					
Accident 1/2 and life	2	2	3	-	1	1	12					
Accident 1/2 and hospitalization and life	2	1	3	7	1	1	16					
Hospitalization and life	3	2	5	1	2	(1/)	24					
Not covered by plan	75	79	65	77	82	83	29					
Accident 1/2 regardless of other benefits	10	13	10	13	9	15	38					
Hospitalization regardless of other benefits	12	9	15	13	10	11	35					
Life regardless of other benefits	14	7	26	14	7	2	81					
All employees	100	100	100	100	100	100	100					
Covered by some plan	25	20	30	41	15	8	90					
Accident 1/2 only	4	5	2	18	2	-	1					
Hospitalization only	4	4	4	2	(1/)	-	7					
Life only	7	3	14	19	3	-	35					
Accident 1/2 and hospitalization	2	2	1	-	-	3	1					
Accident 1/2 and life	3	2	4	1	8	5	19					
Accident 1/2 and hospitalization and life	2	2	1	-	2	-	17					
Hospitalization and life	3	2	4	1	(1/)	-	10					
Not covered by plan	75	80	70	59	85	92	10					
Accident 1/2 regardless of other benefits	11	11	8	19	12	8	38					
Hospitalization regardless of other benefits	11	10	10	13	2	3	35					
Life regardless of other benefits	15	9	23	21	13	5	81					

 $\frac{1}{2}$ Paid for in whole or in part by employer. $\frac{2}{2}$ Includes data for types of libraries not shown separately. $\frac{3}{2}$ Or accident and health. $\frac{4}{2}$ Less than 0.5 of 1 percent.

TABLE 55.—Opinions of library employees regarding their positions, 1949

Subject	Percent of professional employees expressing -			Percent of nonprofessional employees expressing -		
	Dissatis- faction	Satis- faction	No opinion 1/	Dissatis- faction	Satis- faction	No opinion 1/
Rate of pay	37	54	9	43	45	12
Method of determining salary schedule and increases ..	36	45	19	37	39	24
Opportunity for promotion	30	39	31	40	33	27
Length of workweek	11	81	8	10	81	9
Length of meal periods	7	83	10	6	84	10
Requirement of evening work	6	60	34	5	51	44
Requirement of Saturday and Sunday work	9	56	35	11	48	41
Proportion of time spent on professional and non- professional duties	23	62	15	6	55	39
Amount of work	16	73	11	8	80	12
Quality of supervision	12	68	20	12	74	14
Opportunity for suggesting changes	15	72	13	18	63	19
Provision for settling grievances	17	62	21	18	60	22
Opportunity to exercise judgment	12	78	10	15	67	18
Provision for retirement	25	62	13	22	55	23
Security of tenure	13	70	17	11	60	29
Provision for paid vacations	11	78	11	7	82	11
Lunch, rest room and locker facilities	34	54	12	27	60	13
Physical working conditions	36	55	9	35	54	11
Job as a whole	4	88	8	5	85	10

1/ Includes those to whom the subject did not apply as well as those expressing no opinion.

TABLE 58.—Opinions of professional library employees regarding selected aspects of their positions by employer, 1949

[illegible]

1/ Includes those to whom the subject did not apply as well as those expressing no opinion.

TABLE 2.—Opinions of nonprofessional library employees regarding selected aspects of their positions by employer, 1949

Subject	Percent of nonprofessional employees in -										
	Federal government expressing -				State governments or agencies expressing -				County governments expressing -		
	Dis-satis-fac-tion	Satis-fac-tion	No opinion 1/		Dis-satis-fac-tion	Satis-fac-tion	No opinion 1/		Dis-satis-fac-tion	Satis-fac-tion	No opinion 1/
Rate of pay	26	59	15		51	41	8		46	44	10
Method of determining salary schedule and increases	19	53	28		44	36	20		40	34	26
Opportunity for promotion	38	40	22		43	32	25		33	33	34
Provision for retirement	6	79	15		16	62	22		29	48	23
Security of tenure	8	70	22		10	62	28		12	53	35
	Municipal governments expressing -				School districts expressing -				Private or nongovernmental agencies expressing -		
	Dis-satis-fac-tion	Satis-fac-tion	No opinion 1/		Dis-satis-fac-tion	Satis-fac-tion	No opinion 1/		Dis-satis-fac-tion	Satis-fac-tion	No opinion 1/
Rate of pay	44	45	11		32	56	12		46	40	14
Method of determining salary schedule and increases	38	38	24		33	47	20		40	35	25
Opportunity for promotion	41	32	27		35	37	28		40	30	30
Provision for retirement	23	57	20		17	61	22		30	36	34
Security of tenure	10	63	27		7	65	28		15	54	31

1/ Includes those to whom the subject did not apply as well as those expressing no opinion.

APPENDIX C
LETTER AND QUESTIONNAIRE USED IN SURVEY

U. S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON 25

(In cooperation with the American Library Association)

Dear Library Staff Member:

What are the salaries and working conditions in libraries throughout the country? To determine the answers to these questions, we need your help in answering the enclosed confidential questionnaire.

The questionnaires have been distributed to the staff of only one out of every five libraries in the United States. These libraries have been selected as representative by the Bureau of Labor Statistics. It is very important, therefore, that you fill in your questionnaire as completely and promptly as possible. Please fill it out if you are employed on a full-time basis, whether you do professional or nonprofessional work.

At first glance the questionnaire may appear rather long. Actually, the few members of library staffs who have tried it out found it very easy to answer and they reported that it can be answered in from fifteen to thirty minutes. You can answer almost all questions merely by circling one number.

Your reply can be completely frank since it will be entirely confidential. You are not even asked to sign your name. Although your librarian has been asked to give the questionnaire to you, you should return it directly to the Bureau of Labor Statistics in the attached envelope, which requires no postage. Replies will be used by the Bureau, which is undertaking the survey at the request of the American Library Association, only to compile facts about library personnel.

Please return the questionnaire as soon as possible, preferably within ten days. All replies are needed promptly so that the big task of summarizing them can begin immediately. The sooner you answer the sooner the results will be available.

Thank you very much for cooperating in this important project.

Very truly yours,



Ewan Clague
Commissioner of Labor Statistics



John Mackenzie Cory
Executive Secretary
American Library Association

January 1949
Enclosures

U. S. Department of Labor
BUREAU OF LABOR STATISTICS
Washington 25

(In cooperation with the American Library Association)

SURVEY OF SALARIES AND WORKING CONDITIONS OF LIBRARY PERSONNEL

To be answered only by those holding full-time positions.
Answer all questions unless the first line of the question provides contrary instructions.
Circle **ONLY ONE** code number in each question unless contrary instructions are provided.
Disregard the numbers in the right-hand margin of the questionnaire.
Individual replies will be strictly confidential.

1. Type of Library in Which You Are Employed.

(6)

- 0. Public library¹
- 1. Institution of higher education offering 4 or more years of work
- 2. Institution of higher education offering 2 or 3 years of work
- 3. Secondary school or school system
- 4. Elementary school
- 5. Business or industrial organization
- 6. Other (specify type)

2. Employer.

(7)

- 0. Federal government
- 1. State government or agency
- 2. County government
- 3. Municipal government
- 4. School district
- 5. Private or nongovernmental (specify type)

3. Location of Employment.

(8-10)

Write in the name of city and county and circle number of state.

City.....County.....

- | | | | | | |
|------------|-----------|-----------|-------------|-------------|------------|
| 41. Ala. | 43. Ga. | 12. Maine | 92. Nev. | 73. Okla. | 86. Utah |
| 81. Ariz. | 02. T. H. | 34. Md. | 14. N. H. | 93. Ore. | 16. Vt. |
| 71. Ark. | 83. Idaho | 13. Mass. | 21. N. J. | 23. Pa. | 35. Va. |
| 91. Calif. | 51. Ill. | 53. Mich. | 85. N. Mex. | 15. R. I. | 94. Wash. |
| 82. Colo. | 52. Ind. | 54. Minn. | 22. N. Y. | 46. S. C. | State |
| 11. Conn. | 61. Iowa | 44. Miss. | 45. N. C. | 66. S. Dak. | 36. W. Va. |
| 31. Del. | 62. Kans. | 63. Mo. | 65. N. Dak. | 47. Tenn. | 56. Wis. |
| 32. D. C. | 33. Ky. | 84. Mont. | 55. Ohio | 74. Texas | 87. Wyo. |
| 42. Fla. | 72. La. | 64. Neb. | | | |

4. Size of Library System in Which You Are Employed.

(11)

Indicate approximate total number of library employees (both full- and part-time, in full-time equivalent) in professional and nonprofessional services in entire library system. Exclude museum, maintenance, printing and bindery forces. In libraries that are part of other organizations report only number of library employees.

- | | | | |
|--------|----------|------------|----------------|
| 0. 1-4 | 2. 10-24 | 4. 50-99 | 6. 500 or more |
| 1. 5-9 | 3. 25-49 | 5. 100-499 | |

¹Includes libraries giving general library service to the public of municipality, township, county, etc., without charge, regardless of the source of financial support; excludes those not providing circulation of books for home use.



5. Nature of Position.

(12)

Indicate whether your position is classified as professional or nonprofessional. If your position is a professional one so indicate regardless of your own background of professional education.

0. Professional¹ 1. Nonprofessional (including subprofessional)

6. Responsibility of Position—Only those in professional positions should answer.

(13)

0. Chief librarian of library system (public, college, school, business or other type of library)
1. Assistant chief librarian of library system
2. Chief of department or division in which there is at least one other employee
3. Branch librarian
4. Other supervisor
5. Other professional employee

7. Library Activity to Which You Devote the Major Portion of Your Time.

(14-15)

Indicate the one activity on which you spend at least half your time.

10. Administration, including personnel management
✓ 11. Teaching library science
12. Book selection
13. Acquisition of library material
14. Cataloging and classification
15. Circulation and registration (but not assistance to readers)
16. Reference work, general or specialized
17. Assistance to readers (adult or children), including group work
18. Library extension at state level
19. Mechanical preparation of material and/or repair and preparation for binding
20. Stenographic or secretarial
21. Shelving and/or stack maintenance
22. Other (specify)
23. Do not spend at least half of time on any one activity

8. Subject Matter with Which You Deal.

(16-17)

Indicate the one subject with which you deal for at least half your time.

10. Philosophy and/or religion
11. Fine arts including music
12. Foreign languages
13. Physical sciences, including engineering, agriculture and mathematics
14. Medicine and/or other biological sciences
15. Law and legislative reference
16. Other social sciences
17. Children's books
18. Young people's books
19. Other (specify)
20. Do not spend at least half of time on any one subject

9. Annual Library Salary.

(18-22)

Write in, to the nearest dollar, your current annual library salary \$.

Report your current annual library salary for your present position, whether or not you have been employed less than a year, or have had a salary change within the past year.

If you are employed in an educational institution for less than 12 months annually, report your actual salary (that is, if you get \$200 a month for 10 months, report \$2,000, not \$2,400). Teacher-librarians and library school faculty should report total annual salary for teaching and library work combined.

Report annual salary prior to all deductions (for example, before deductions for income taxes, bond purchases, insurance premiums, retirement plans, etc.).

Include cost of living adjustments.

Include cash paid in lieu of maintenance but exclude non-cash benefits (e.g., room, board and laundry) provided in addition to your salary, even though they are included in your gross income for tax purposes.

¹Include positions concerned with the executive, bibliographical, and advisory and subject aspects of library work. Duties in these positions involve the theoretical or scientific aspects of library work as distinguished from subprofessional, clerical or mechanical duties.



10. Supplementary Income October 1—December 31, 1948.

(26)

Report income from library work beyond regular salary (from overtime, holiday, Sunday work, etc.) during the period from October 1 to December 31. This income should be reported prior to all deductions (see explanation in question 9).

- | | | |
|--------------|----------------|------------------|
| 0. None | 4. \$50 - \$74 | 7. \$150 - \$199 |
| 1. \$1 - \$9 | 5. 75 - 99 | 8. 200 - 249 |
| 2. 10 - 24 | 6. 100 - 149 | 9. 250 or more |
| 3. 25 - 49 | | |

11. Room, Board and Other Goods or Services Provided by Library (in Addition to Annual Salary Reported in Question 9).

(24)

- | | |
|------------------------|---------------------------|
| 0. None | 4. Two meals a day only |
| 1. Room only | 5. Three meals a day only |
| 2. Board and room | 6. Other (specify)..... |
| 3. One meal a day only | |

12. Length of Your Work Year—Only those in schools and colleges should answer.

(25)

Do not subtract holidays and Christmas, spring or between-term vacations during the regular school year. Include summer school only if you are required to work this period for the salary reported in question 9.

- | | | |
|--------------------------------------|----------------|---------------------|
| 0. Less than 35 weeks (specify)..... | 3. 39-40 weeks | 6. 45-46 weeks |
| 1. 35-36 weeks | 4. 41-42 weeks | 7. 47-48 weeks |
| 2. 37-38 weeks | 5. 43-44 weeks | 8. 49 or more weeks |

13. Regularly Scheduled Weekly Hours.

(28)

Exclude meal periods. If winter and summer schedules differ, report winter schedule. If your schedule varies from week to week during the winter, report your average. Teacher-librarians and library school faculty members should report schedule for library work and teaching combined.

- | | | |
|-----------------------|----------------|------------------------------------|
| 0. Less than 35 hours | 3. 40 hours | 6. 45-47 hours |
| 1. 35-37½ hours | 4. 41-42 hours | 7. 48 or more hours (specify)..... |
| 2. 38-39 hours | 5. 43-44 hours | 8. Other (specify)..... |

14. Number of Days Worked Each Week.

(27)

Report the number of days you are scheduled to work each week. If winter and summer schedules differ, report winter schedule. If your schedule varies from week to week during the winter, report the average number of days.

- | | | |
|---------------------|------------|------------|
| 0. Less than 5 days | 2. 5½ days | 4. 6½ days |
| 1. 5 days | 3. 6 days | 5. 7 days |

15. Split Schedules.

(26)

How many days during last week was your daily work schedule divided into two periods by at least 2 hours off duty (including the meal period)?

- | | | |
|------------|-----------|-------------------|
| 0. No days | 2. 2 days | 4. 4 days |
| 1. 1 day | 3. 3 days | 5. 5 or more days |

16. Evening Work.

(26)

How many days during last week did your work schedule provide for evening work?

- | | | |
|------------|-----------|-------------------|
| 0. No days | 2. 2 days | 4. 4 days |
| 1. 1 day | 3. 3 days | 5. 5 or more days |

17. Holidays.

(26)

Indicate the number of holidays each year on which you do not work for your regular salary. Include holidays on which you work but for which you receive extra pay or compensatory time off.

- | | | |
|-----------|-----------|-------------------|
| 0. None | 3. 3 days | 6. 6 days |
| 1. 1 day | 4. 4 days | 7. 7 days |
| 2. 2 days | 5. 5 days | 8. 8 days |
| | | 9. 9 or more days |



18. Pay for Sunday, Holiday and Overtime Work.

(21-22)

Check appropriate line in
each column.

Item	Sunday work (a)	Holiday work (b)	Other overtime work (c)
0. Never required to work time specified.....
1. No compensatory time off or additional pay.....
2. Equivalent time off.....
3. Time and a half off.....
4. Additional pay at regular rate.....
5. Additional pay at time and a half regular rate
6. Other arrangements (specify)

19. Annual Paid Vacation.

(24)

Indicate amount of vacation you are entitled to annually with your present service. School and college staff members should not count period between one school year and another as vacation if salary in question 9 is for a school year of less than 11 months' work. However, periods of a week or more off duty at holidays or between terms should be considered as vacation. Do not report provisions for carrying over leave from year to year:

- | | |
|---------------------------|---|
| 0. None | 5. 5 workweeks (including 26 days' annual leave provided Federal employees) |
| 1. 1 workweek | 6. Over 5 weeks |
| 2. 2 workweeks | 7. Other (specify number of work days)..... |
| 3. 3 workweeks | |
| 4. 4 workweeks or 1 month | |

20. Annual Paid Sick Leave.

(25)

Indicate amount of sick leave you are entitled to annually with your present service. Do not report provisions for carrying over leave from year to year.

- | | |
|---|-------------------------|
| 0. None | 3. 10-12 work days |
| 1. Amount subject to discretion of chief librarian or board | 4. 15-18 work days |
| 2. 5-6 work days | 5. 20 or more work days |
| | 6. Other (specify)..... |

21. Insurance Plans Paid for in Whole or in Part by Employer.

(26)

- | | |
|-------------------------------|---|
| 0. None | 4. Accident ¹ and hospitalization |
| 1. Accident ¹ only | 5. Accident ¹ and life |
| 2. Hospitalization only | 6. Accident ¹ and hospitalization and life |
| 3. Life only | 7. Hospitalization and life |

22. Retirement, Pension or Annuity Plans Paid for in Whole or in Part by Employer.

(27)

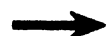
- | |
|---|
| 0. Not covered by Social Security nor other retirement plan |
| 1. Covered by retirement plan but not by Social Security |
| 2. Covered by Social Security only |
| 3. Covered by Social Security and other retirement plan |

23. General Education.

(28)

Circle most advanced education only. Exclude professional courses in library science. If you have a bachelor's degree that included a major or minor in library science, circle item 2 in this question unless you have graduate study outside library science.

- | |
|---|
| 0. High school diploma or less |
| 1. College or teacher education of 2 years or less |
| 2. Over 2 but less than 4 years of college or teacher education |
| 3. 4 years of college or teacher education |
| 4. Less than 1 year of graduate study |
| 5. 1 year of graduate study |
| 6. More than 1 year of graduate study |

¹Accident or accident and health. Exclude Workmen's Compensation.

24. Professional Library Education.

(23)

Circle most advanced education only. Exclude general instruction in use of books and libraries.

- 0. None
- 1. Training class in a public library or short summer course for library workers
- 2. Less than 24 semester hours of library science
- 3. 24 semester hours to 1 full year of library science taken as part of a four year college course
- 4. 24 semester hours to 1 full year of library science taken in addition to a four year college course
- 5. 24 semester hours to 1 full year of library science not taken as part of or in addition to a four year college course
- 6. More than 1 but less than 2 full years of library science
- 7. 2 or more years of library science
- 8. Other (specify)

25. Field of Concentration in College—Only those with at least 2 years of college should answer.

(24)

Indicate the one field other than library science in which you have the most college education. If you do not have at least 20 semester hours' credit in any field circle 0.

- 0. None or less than 20 semester hours
- 1. English
- 2. Foreign languages
- 3. Biological sciences, including medicine
- 4. Physical sciences, including engineering
- 5. Education
- 6. History
- 7. Other social sciences
- 8. Fine arts, including music
- 9. Other (specify)

26. Total Full-Time Library Experience.

(41-43)

Check appropriate line in each column regardless of how your present position is classified.

Years of experience	In all professional library positions (a)	In all nonprofessional library positions (b)	With present employer (all positions) (c)
0. None or less than 1 year
1. 1—2 years
2. 3—4 years
3. 5—9 years
4. 10—14 years
5. 15—19 years
6. 20—29 years
7. 30 or more years

27. Age on Last Birthday.

(44)

- | | | |
|-------------|----------|---------------|
| 0. Under 21 | 3. 30-34 | 6. 50-59 |
| 1. 21-24 | 4. 35-39 | 7. 60-64 |
| 2. 25-29 | 5. 40-49 | 8. 65 or more |

28. Color and Sex.

(45)

- | | | |
|------------------|------------------|----------------|
| 0. White, female | 2. Other, female | 4. Negro, male |
| 1. Negro, female | 3. White, male | 5. Other, male |

29. Marital Status.

(46)

- | | | |
|-----------|-----------------------------------|------------|
| 0. Single | 1. Widowed, divorced or separated | 2. Married |
|-----------|-----------------------------------|------------|



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